

Good Practice Suggestions

- Establish links with schools to ensure smooth progression
- Use positive images of ethnic minorities in club promotional materials such as posters and leaflets. Make sure they reflect the target groups you are aiming to attract and show people fulfilling a variety of roles-not just as players
- Run a community event during FARE Week or Intercultural Week (or other significant periods during the year)
- Make links to local places of worship such as mosques, churches, synagogues
- Talk to people from the communities you are trying to work with, so that you hear their views and avoid making assumptions about their needs
- Ensure your policies on discrimination & abuse are known to everyone and action is taken should incidents occur
- Run information evenings for parents and seek their active involvement in the club
- Provide cultural diversity & anti discrimination awareness training for members
- Different ethnic minority groups will have different needs, make sure you consult fully with those you wish to work with
- Remember, women from ethnic minority groups may have different expectations to men

References

The FA Football For All Equality Learning Pack
Football Association of Ireland
NCCRI



FOOTBALL INTERCULTURAL PROGRAMME

Dealing with Inappropriate Language or Behaviour

Good Practice Suggestions



For further information on the
Intercultural Football Programme
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Many Voices One Goal

Dealing with Inappropriate Language or Behaviour

Everyone involved in football has a right to challenge inappropriate behaviour within the football environment and have it effectively dealt with.

Why don't we challenge?

- It's uncomfortable
- Fear of repercussions
- It's easier to avoid it
- Someone else's problem
- Feel intimidated

Remaining silent or doing nothing contributes to the behaviour continuing and can be a form of collusion.

Collusion is: 'Cooperation with others, knowingly or unknowingly, to reinforce stereotypical attitudes, particularly behaviours or norms'.

There are three forms of collusion:

- 1) silence
- 2) denial
- 3) active cooperation

Silence is the most common form. By saying nothing when people tell jokes, exclude others and exhibit inappropriate behaviours, we reinforce the status quo.

Denial sounds like a passive form of collusion but it is actually the active stance that "no inequalities exist here, we're open to everyone".

Active Cooperation can be very subtle. Laughing at inappropriate jokes is active cooperation. Agreeing that "so-and-so just got promoted because they fill a quota" is active cooperation.



There are Two Distinct Routes for Dealing with Inappropriate Language or Behaviour:

1. Challenge the individual directly

2. Report the incident to the authority or person who is charged with dealing with it.

The route you pursue depends on your role in football, how confident and skilled you are at dealing with the issue and negotiating conflict, and the circumstances in which the incident occurred. If you pursue the first route, and it is not successful, you can subsequently pursue the second.

Challenging Behaviour Directly

As officials within your club or organisation you all have a responsibility to challenge racist, provocative or abusive behaviour or language.

For example:

- A club official or manager may object in their official capacity to a homophobic remark directly with the person who makes it.

- A committee member may directly challenge another committee member for mimicking disabled people or foreign nationals.
- Individuals may challenge inappropriate remarks and behaviours informally amongst the team, club or organisation members.

Challenging behaviour directly with the person or people responsible can be a daunting experience. It is even more daunting if the person you are challenging is in a senior or powerful position, or part of a dominant group which denies the behaviour is inappropriate or colludes with it. However, as with all potential abuse situations, taking action to stop the behaviour escalating is crucial.



Good Practice Suggestions for Challenging Someone Directly

- Take a deep breath, be aware of your emotions
- Talk to someone about your intentions to challenge
- Focus on the behaviour that is causing a problem, not on the person as the problem e.g. 'I find your language offensive and racist' rather than 'You racist'
- State what you would like to see change and how
- Share what action will be taken if behaviour persists
- Confirm what has been discussed and agreed
- Record all the details
- If it continues, follow up at a Provincial FA or with the FAI

Not advocating inappropriate behaviour is collusion. There are clear channels for the reporting of this behaviour to appropriate authorities, and you should make every effort to do so.



There are circumstances where taking the matter up directly is either against the rules, eg players on the pitch, or where there is a risk of confrontation or where you do not feel capable of handling the situation.