

# **GUIDELINES AND PROCEDURE FOR CHALLENGING DISCRIMINATION IN FOOTBALL (CDIF) WORKSHOPS RESULTING FROM DISCIPLINARY SANCTIONS – JUNIOR PLAYERS**

## **1. Scope**

The aim for the Challenging Discrimination in Football (CDIF) workshops are to educate junior players that are in breach of the Football Association of Wales (“FAW”) Non-Discrimination Regulations and be proactive to change attitudes of these players understand what behaviours are acceptable.

The following procedure should be applied if a junior player is found proven to have breached the Non-Discrimination Regulations:

## **2. Procedure**

2.1 The individual shall be given a suspension of at least 10 matches (as stated in the FAW Non-Discrimination Regulations). The Panel may order that part of the suspension be suspended and only invoked if the individual is found proven of another breach of the Non-Discrimination Regulations or if the individual fails to attend a CDIF workshop as ordered by a Disciplinary Panel.

2.2 The Panel shall order that the individual’s club undertake a CDIF workshop. The workshop shall be for all the players of the specific team in which the guilty individual participates, with the guilty individual’s attendance mandatory. Club officials, Coaches and Parents may also attend if they desire.

2.3 When sending written confirmation of the decision to the Club and the individual, the Association will provide contact details of the FAW’s Equality, Inclusion, Diversity and Integrity (“EDII”) manager along with these guidelines and the Club must make initial contact with the FAW’s EDII manager within 31 days of the date of the decision letter.

2.4 If the Club fails to make at least initial contact with the FAW EDII Manager within the stipulated timeframe, then the individual shall be suspended from all football related activity under Area Association Rule 32 or FAW Rule 49 for failing to carry out an order of a Disciplinary Panel.

2.5 Once the Club and the FAW EDII manager confirm the date, time and location of the CDIF workshop, the Club shall be permitted to request that the workshop is deferred to a later date. The reasons of the deferment must be put in writing to the FAW EDII manager and they will have sole discretion when deciding whether to allow the deferment. Any request of a deferment must be received no later than 2 (two) Business Days before the workshop. No deferment shall be accepted less than 2 Business Days before the workshop unless the club can show clear extenuating circumstances for the FAW EDII Manager to accept the deferment.

2.6 If the Club does not request a deferment and the guilty individual does not attend, then the CDIF workshop shall take place in their absence. The matter shall also be referred back to the same Disciplinary Panel, in accordance with Area Association Rule 32.2 or FAW Rule 49.2, to consider whether the suspended sanction against the individual should take effect immediately and any further penalties, sanctions, orders or rulings as a result of non-compliance.

2.7 If the Club fails to attend in any capacity to a confirmed workshop, then the Club will be liable to the cost incurred for setting up the workshop and guidance 2.6 shall be applied to the individual.

2.8 If the Club fail to attend but can provide the Association with evidence of extenuating circumstances, then a deferment shall be allowed and guidance 2.3 shall be reapplied.

2.9 If the Association believe the Club and/or the individual are purposefully being evasive of the process, then the Association may refer the matter back to the same Disciplinary Panel, in accordance with Area Association Rule 32.2 or FAW Rule 49.2, to consider whether the suspended sanction against the individual should take effect immediately and any further penalties, sanctions, orders or rulings as a result of non-compliance.

2.10 If the case is found proven after or towards the end of the individual's junior eligibility (due to age), then the Panel will have the discretion to impose the suspension rather than the completion of a CDIF workshop.

### **3. Guidelines**

3.1 The CDIF workshop is not used as a victimisation or blaming session but to enable individuals to learn amongst their peers. Participation in the CDIF workshop is encouraged by as many individuals at the club as possible.

3.2 These procedures apply to junior players only.

3.3 Any club experiencing several difficulties with internal incidents of discrimination may apply to their relevant Area Association to request a CDIF workshop. This request must then be granted by the FAW.

3.4 The FAW EDII Manager shall be notified by the Area Association of the act of discrimination that has been committed so that the FAW EDII Manager and / or their partners can be best prepared for an effective CDIF workshop.

3.5 Any Club along with their members that are abusive and/or insulting during the workshop and/or towards a member of FAW staff or their partners may be charged with misconduct, pursuant to Area Association Rule 24.1 or FAW Rule 38.1.