

GUIDELINES AND PROCEDURE FOR CHALLENGING DISCRIMINATION IN FOOTBALL (CDIF) WORKSHOPS RESULTING FROM DISCIPLINARY SANCTIONS – SENIOR & YOUTH PLAYERS, TEAM OFFICIALS FOR ALL AGE GROUPS AND MATCH OFFICIALS

1. Scope

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

The Disciplinary Panel can apply this procedure if a senior or youth player, a club official of any age group or a match official 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 and will be fined a minimum of £500.00 for a player or £750.00 for a club official or match official (as stated in the FAW Non-Discrimination Regulations). The Panel may order that part of the fine and/or 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 may order that the individual undertakes a CDIF workshop.

2.3 When sending written confirmation of the decision to 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 individual must make initial contact with the FAW’s EDII manager within 31 days of the date of the decision letter.

2.4 If the individual 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 individual and the FAW EDII manager confirm the date, time and location of the CDIF workshop, the individual 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 individual can show clear extenuating circumstances for the FAW EDII Manager to accept the deferment.

2.6 If the individual 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 a 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 individual fails to attend in any capacity to a confirmed workshop, then the individual 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 individual fails 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 individual is 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 a 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 an individual has cancelled their registration, then the Panel will have the discretion to impose the suspension and fine in full rather than the completion of a CDIF workshop.

3. Guidelines

3.1 These procedures apply to Senior & Youth players, club officials for all age groups and match officials. This list is not exhaustive, and the Panel shall have the discretion to order a person attends an education workshop where they deem fit.

3.2 Any club experiencing several difficulties with internal incidents of discrimination may apply to their relevant Area Association or the FAW (as the case may be) to request a CDIF workshop. This request must always be finally granted by the FAW.

3.3 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.

3.4 Any individual that is 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.