

Anti-social behaviour policy

Version	Adopted
1	Feb 20th 2022

Preamble

In the general spirit of amateur sport, and the objectives of the Football Association of Ireland in relation to grass roots football, the club adopts the following policy in relation to the behaviour of players, coaches and parents/guardians.

The club recognises the enormous value of sport in the lives of young people, and will endeavor never to exclude a player or coach from club activity, but equally acknowledges that the enjoyment of sport can be impacted by anti-social behaviour, and reserves the right to take proportionate action to ensure that the behaviour of individuals does not have a negative influence on the experience of other players, coaches and parents/guardians.

This policy deals with the following areas of anti-social behaviour.

- Racism
- Intimidation
- Disruption
- Defamation

Anti-social behaviour can occur in person or online. Incidents of anti-social behaviour can occur between members of the club or between members of the club and persons external to the club.

The entirety of this policy applies to players, coaches and parents/guardians at all age levels.

Racism

In the context of this policy, racism is defined as verbal, non-verbal or written abuse of an individual, or discrimination against that individual, based on the individual's race or ethnicity.

Intimidation

In the context of this policy, intimidation is defined as written, verbal or non-verbal activity that results in an individual feeling physically or emotionally threatened, excluded from group activity, ridiculed or demeaned.

Disruption

In the context of this policy, disruption is activity that results in ordinary club activity being curtailed in order that the behaviour of an individual is not allowed to prevent other individuals participating in that activity.

Defamation

In the context of this policy, defamation is defined as written or verbal communication that without evidence damages the reputation of an individual within the club. The club reserves the right to bring a finding of defamation, even if the details of the incident do not meet the legal requirement for defamation.

Reporting of incidents of Anti-Social behaviour

Incidents of anti-social behaviour must be reported in writing to the Secretary of the Management Committee. Reports may be made by members of the club or persons external to the club. Reports cannot be made anonymously, and must be made within 28 days of the reported date of the incident.

Any report must name any and all of the individuals involved in the incident. Where evidence of the incident exists, that must be included in the report.

Proceedings

The Management Committee reserves the right to determine that a report is vexatious and may summarily dismiss such reports, up to and including the point prior to a decision in relation to the incident being made.

Where the Management Committee determines that a report is warranted, the following process will occur.

The Management Committee will interview the parties to the incident and acquire such evidence that exists.

Within 14 days of the conclusion of the process of gathering testimony and evidence, the Management Committee will determine whether an incident of anti-social behaviour has occurred.

The outcome of the proceedings, including any relevant disciplinary measures, will be communicated in writing simultaneously to all parties to the incident.

No member of the Management Committee is permitted to communicate details of the incident to anyone outside of the Management Committee or the group of individuals who are party to the incident, either before or after a determination in relation to the incident has been made.

The decision of the Management Committee in relation to the incident will be final.

Should a member or members of the Management Committee be party to the incident, they will be required to recuse themselves from the proceedings. In this event, an Emergency General Meeting will be held to replace those members until such time as a decision is communicated to the parties to the incident. If that decision is a finding against a member or members of the Management Committee, a further Emergency General Meeting will be held within 14 days to determine whether or not the current Management Committee should be dissolved.

Disciplinary Measures

The following guidelines in relation to disciplinary measures will apply for members who are found to have engaged in Anti-Social behaviour. The club reserves the right to apply more or less onerous measures for first, second and third offenses. Suspensions will carry over from May 31st to July 31st in any calendar year.

	First offense	Second offense	Third offense
Player (youth or adult)	Suspension from all club activity for 1 month	Suspension from all club activity for 1 year	Suspension from all club activity for life
Coach	Suspension from all club activity for 3 months	Suspension from all club activity for life	
Parent / Guardian	Suspension from spectating at all club activity for 3 months	Suspension from spectating at all club activity for life	

*where a parent/guardian does not uphold a suspension, the club will direct that the player who is in their charge is suspended as per the suspension requirements for players. That period of suspension will begin from when the parent/guardian is found to have breached the terms of the suspension.