

NON-DISCRIMINATION REGULATIONS

1. This Regulation is to address the growing culture of discriminatory attitudes and behaviours including, but not limited to, the use of words and/or actions within and/or connected to the game of football regulated by the Association. It is the Association's intention to take vigorous action against this deplorable trend by imposing strict sanctions against Members and/or Subordinates who are found guilty of any of the offences detailed below. This Regulation is set out in accordance with Article 58 of the FIFA Disciplinary Code and Article 14 of the UEFA Disciplinary Regulations.
2. Where there is evidence of an offence as specified under this Regulation, the Member and/or Subordinate concerned will be charged with a Disciplinary Offence as set out under FAW Rule 38 and the matter dealt with in accordance with the provisions set out in Section E of the Rules.
3. Where a Member and/or Subordinate is found guilty of a Disciplinary Offence as set out under FAW Rule 38 for any of the offences specified under this Regulation, the following shall apply:
 - 3.1 Any Member and/or Subordinate who offends the dignity of a person, group of persons or any Country, either directly or indirectly through contemptuous, discriminatory or denigratory words or actions concerning, but not limited to;
 - 3.1.1. age;
 - 3.1.2. disability;
 - 3.1.3. gender;
 - 3.1.4. gender reassignment;
 - 3.1.5. skin colour;
 - 3.1.6. race;
 - 3.1.7. religion or belief;
 - 3.1.8. sex;
 - 3.1.9. sexual orientation;
 - 3.1.10. language;
 - 3.1.11. ethnic, natural or social origin;
 - 3.1.12. political opinion; or
 - 3.1.13. wealthshall be sanctioned by the FAW.

- 3.2. Regardless of whether or not a charge is found proven, the panel may, at their absolute discretion, order that all parties to the alleged breach attend a mandatory Challenging Discrimination In Football Workshop (**CDIF**) workshop.
 - 3.3. Where a player or official breaches Clause 3.1, they shall be suspended for at least 10 matches. If the perpetrator is a player, a fine of at least £500 shall be imposed. If the perpetrator is an official, the fine shall be at least £750. In exceptional circumstances, the suspension and/or the fine may be suspended in full or in part at the absolute discretion of the panel. A fine shall not be applicable to any Junior Player or Academy Player.
 - 3.4. Where a player is under the age of 16 at the time of the alleged breach, they shall be given a suspension of at least 10 matches but this suspension may be suspended in full or in part at the absolute discretion of the panel and only invoked if the individual is found proven of another breach of these Regulations whilst under the age of 16, or if the individual fails to attend a CDIF workshop as ordered by a Disciplinary Panel.
 - 3.5. Where several persons (officials and/or players) from the same club or association simultaneously breach Clause 3.1, or there are other aggravating circumstances, the team concerned may be deducted three points for a first offence and six points for a second offence; a further offence may result in demotion to a lower division. In the case of matches in which no points are awarded, the team may be disqualified from the competition.
 - 3.6. Where supporters of a team breach Clause 3.1 at a match, a warning, a fine of at least £750 and/or a partial or full ground closure shall be imposed on the club concerned regardless of the question of culpable conduct or culpable oversight. Clubs that reoffend, or in the case of a serious offence, may be sanctioned with point deductions, expulsion from a competition or demotion to a lower division.
 - 3.6.1 Supporters who breach Regulation 3.1 hereabove shall receive a Ground Suspension of at least two years.
 - 3.7. The offences and fines referred to in these clauses are not exhaustive and the Disciplinary Panel is empowered to levy additional sanctions after considering the seriousness of the offence.
4. In determining whether the dignity of a person or group of persons has been offended, the Disciplinary Panel will be entitled to draw reasonable inferences, that is to say, there is no requirement to identify an individual who was offended at the time the comment or action was made or published. In finding a matter to be proved, it will be open to the panel to conclude that by their very nature, the comments and/or actions made, offend the dignity of a person or group of persons.

5. Referees shall have the power to stop, suspend or even abandon a match if an incident of a discriminatory nature occurs. For a first incident the referee may stop a match and a public warning given. For a second incident the referee may suspend the match for a period of time. If the discriminatory behaviour has not ceased, and after coordination with any security / safety officers present, the referee may abandon the match.

5.1 If a match is subsequently abandoned by the referee because of discriminatory conduct, the match may be declared forfeit.