

NCREF Discriminatory Behavior Policy/Procedures

North Chapter Soccer Referee Association maintains an **absolute and unequivocal stance against discrimination** in all forms. We recognize the profound impact discriminatory behavior has on individuals and our sport. Any form of discrimination based on race, skin color, religion, culture, language, gender, disability, or any other discriminatory reason, will result in **immediate action and severe consequences**. This policy establishes clear procedures for addressing discriminatory behavior and reflects our dedication to upholding the highest standards of respect and dignity in soccer.

The following steps should be taken if an incident of discriminatory behavior occurs or has been reported to the Referee.

Direct Observation of Discrimination by Official:

- Apply IFAB Law 12 Misconduct; "Using offensive, insulting or abusive language and/or actions". **THIS IS A SEND-OFF OFFENSE!** Note specific reference to discriminatory behavior in the interpretation section.
- Speak with both coaches immediately regarding the incident that occurred and ensure that coaches address their teams on expected behaviors for the remainder of the competition. The referee WILL include a warning that if a discriminatory incident occurs again, the contest will be terminated.
- For a second occurrence, the contest is to be terminated.
- In every case, referee must report the incident(s) to the club assignor at the conclusion of the contest.
- Referee must enter a misconduct report(s) of the ejection(s) on NCREFs.
- If the match was terminated before final time due to a second incident, Referee must enter a Supplemental Report of the match termination on NCREFs.

Discriminatory Behavior Reported to an Official by a Player or Coach:

- Stop the game, send the teams to their benches, alert other crew members, bring both coaches and captains together to discuss what was reported. Explain to both coaches/captains what behaviors were reported and that any such behavior will not be tolerated. The referee WILL include a warning that if a discriminatory incident occurs again, the contest will be terminated.
- Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
- For a second reported occurrence, the contest is to be terminated.
- Referee must report the incident(s) to their assignor at the conclusion of the contest.
- Referee must enter a Supplemental Report of the match incident on NCREFs, which would include termination of the match due to a second reported incident, if it occurred.

Spectator Discriminatory Behavior Reported to Referee by an Official, Player, or Coach:

IFAB Laws of the Game do not apply to Spectators for their Sideline Behavior; However, the referee will apply either above procedure if an incident was heard, seen, or reported by any participant. Strongly encourage the appropriate coaches to address the issue with their respective spectator(s).

When Discriminatory Behavior is heard/seen, or reported to an official by a player or coach, before start or after the conclusion of the contest:

- IFAB Laws of the Game gives the Referee authority to take disciplinary action from pre-match inspection until leaving the field of play after the match ends. If Discriminatory Behavior occurs during these short periods of time, apply the appropriate above procedures.
- If a Discriminatory Behavior incident is heard/reported after the conclusion of the contest while away from the field, like parking lot, or after most of the participants have vacated the facility; Referee must enter a Supplemental Report of the match incident on NCREFs

The Referee, upon consultation with the crew, may terminate the contest on the first occurrence if deemed egregious and a safe resolution cannot be reached. The assignor must be notified of the termination of the contest and appropriate Misconduct and Supplemental reports are to be filed on NCREFs.