



Dealing with incidents of homophobia

You may encounter incidents of homophobic behaviour from members of your team, spectators or opposition players. It is important to address such incidents to challenge homophobia. Here is an outline of an approach you may take to deal with such incidents:

Firstly identify the person/persons responsible for the homophobic behaviour and establish the circumstances of the incident. If there is an individual or group being targeted and abused ensure not to involve them or use them in any action you take.

Condemn the behaviour instantly stating that it is homophobic and that it will not be tolerated explaining the damaging effects that homophobia has. Ensure that all of those around can hear.

Identify yourself to the target of any abuse making clear that they can come and report any further incidents to you.

If the behaviour continues reiterate your previous statements and make clear that any further repetition of such behaviour will result in a sanction. This sanction may be situation specific, for example: sent off the field of play, asked to leave a training session, banned from participating in training for the next session, asked to leave the ground.

If behaviour persists then follow through on your previously stated sanction making clear why you are doing this. Ensure that you make the person aware that at a later time they may discuss with you why their behaviour has been inappropriate and will not be tolerated and how they can ensure they do not repeat it.

For individuals who still demonstrate homophobic behaviour, organise a time to discuss with them why continue to act in a homophobic manner. Ask them to try and justify their behaviour and highlight the flaws in their reasoning. Make clear that if they wish to hold on to those views then they may do so privately but that any expression of such views is offensive and will not be tolerated within your team or club. Make clear that further incidents will result in them being asked to leave.