



INCIDENT REPORTING PROCEDURE

1.0 INTRODUCTION

Middlesbrough Football Club (“Club”) is committed to promoting equal opportunities by treating people fairly and with respect; by recognising inequalities exist; by taking steps to address them; and by providing access and opportunities for all members of the community.

The Club will endeavour to eliminate discrimination on the basis of age, disability, sex, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation.

This procedure applies to all Supporters and individuals who are involved with the Club and aims to provide guidance on how to recognise discriminatory treatment or behaviour and how to report incidents of discrimination on either a match or non-match day.

2.0 DISCRIMINATION

Discrimination means treating a person unfairly because of who they are or because they possess certain characteristics. Discrimination can occur in the following forms:

Direct Discrimination - when a person with a protected characteristic is treated less favourably than others

Indirect Discrimination - a rule or policy which puts someone at a disadvantage as compared to others

Discrimination by Association – when a person is treated unfairly because someone they know or are associated with has a protected characteristic

Discrimination by Perception - when a person receives unfair treatment because someone thinks they belong to a group with protected characteristics

Harassment - comprises of unwanted behaviour that makes another person feel offended, humiliated or intimidated

Victimisation - when a person is treated badly or subjected to detriment because they complained about discrimination or supported another victim of discrimination

3.0 INCIDENT REPORTING

Where a person has reason to complain to the Club about discriminatory treatment or behaviour, the matter will be responded to and investigated within a reasonable timeframe.

The following communication channels are available for Middlesbrough Football Club Supporters and those involved with the Club, to report discrimination:

1. Middlesbrough Football Club can be contacted at supporters@mfc.co.uk or by calling 01642 757640
2. Alternatively, contact can also be made with Kick It Out (Tel: 0800 169 9414) or The Football Association (Tel: 0800 085 0508)

3. On a matchday you can report discrimination to a Club Steward or via use of the Kick It Out Reporting Tool that can be found in the MFC Official App or via the Kick It Out website.

The Club will treat every report on a case by case basis and endeavour to consider each case as swiftly as possible. The Club recognise that some cases may take longer than others to investigate due to the nature of the incident and the amount of evidence available. At the culmination of any such investigation, information may be forwarded to the Police for their attention if it is considered relevant and in furtherance of the Club's desire to promptly and effectively tackle discrimination. This will be done in conjunction with Information Sharing Agreements held between the Club, the Police, Football Authorities and other football clubs.

The complainant's identity will be treated as strictly confidential. Support may include allocation of a Club Liaison Officer to provide a single point of contact for updates and advice for both the duration of the investigation and an appropriate period beyond its conclusion. The Club takes incidents of discrimination very seriously and any cases of deliberate discrimination will be dealt with appropriately.

The Club has published this procedure on the Club's website (www.mfc.co.uk). A hard copy is available at Main Reception of the Riverside Stadium, Rockliffe Training Ground and MFC Foundation's Herlingshaw Centre. A copy of the Policy in large print can be made available on request.