

# DIVERSITY AND ANTI-DISCRIMINATION AT FIFA

**FIFA**<sup>®</sup>



## Introduction

Racism and discrimination affect society at large, and football is no exception. Their impact on our sport is undeniable. FIFA recognises its responsibility to lead the way in abolishing all forms of discrimination in our game, but also to make the most of the influence football has beyond the pitch, thereby contributing to the fight against this scourge of society.

FIFA's position on the issue is unequivocal: there is no place for racism or for any other form of discrimination in football, as clearly described in the FIFA Statutes and several of FIFA's regulations and codes. We are committed to fighting discrimination in football in all its forms.

## Strategic approach

In FIFA's day-to-day operations, this preventive approach involves five key and intersecting elements that are crucial to embrace diversity and anti-discrimination in world football:

**Regulations** provides the legal basis for FIFA's overall approach to diversity and anti-discrimination. This covers disciplinary matters, safety and security, employment policies and the position of a FIFA Diversity & Anti Discrimination Manager.

**Controls and Sanctions** covers risk assessments, match observation, investigation of discriminatory incidents and possible sanctions, referees' duties and the training of match officials.

**Communications** features all media information and PR on diversity and anti-discrimination issues, public awareness raising and campaigning.

**Education** means providing training for FIFA officials and FIFA staff, and providing an advisory framework for FIFA member associations.

**Networking and Cooperation** rounds off the approach by involving many areas of expertise and organisations such as member associations, confederations, and governmental and non-governmental organisations.



## History – a selected timeline

**1960:** First resolution of the FIFA Congress on the issue of discrimination. Following the policy of apartheid progressively implemented in South Africa, the FIFA Congress approves a resolution against discrimination for the first time.

**1962:** Article addressing discrimination in the FIFA Statutes. A new paragraph is included in article 2 of the FIFA Statutes rejecting all forms of discrimination: “The objects of the Federations are [...] to prevent racial, religious or political discrimination or distinction among players whether their status be amateur, non-amateur or professional.”

**2001:** FIFA Conference and Extraordinary Congress against Racism in Buenos Aires. The Extraordinary FIFA Congress ratifies the conference’s resolution to fight racism and discrimination.

**2002:** FIFA Disciplinary Code. The newly created FIFA Disciplinary Code includes an article providing for strong sanctions against any acts of racism.

**2002:** Start of the annual FIFA Anti-Discrimination Days held at FIFA competitions.

**2004:** Creation of the Code of Ethics. The FIFA Executive Committee approved a Code of Ethics that prohibits any form of discrimination among the football community.

## Recent milestones

**March 2013 - December 2014:** Creation of a FIFA Task Force Against Racism and Discrimination with experts from around the world to provide input and help develop concrete solutions to fight discrimination in football and strengthens FIFA's approach. Following set of recommendations were proposed and sustainably implemented.:

- Allocation of specific resources for the fight against racism and discrimination
- Development of an anti-discrimination handbook to be given to all member associations for best practice and training
- Recruitment and training of anti-discrimination officers
- Identification of high-risk games
- Identification and engagement of anti-discrimination ambassadors
- Proposal of special award for achievements in the area of anti-discrimination

**May 2013:** Resolution of the 63<sup>rd</sup> FIFA Congress on the fight against racism and discrimination.

**March 2015:** First FIFA Women's Football and Leadership Conference. At the Home of FIFA in Zurich, FIFA celebrates International Women's Day and signs the Brighton Plus Helsinki Declaration on Women and Sport to promote women in leadership.

**May 2015:** Introduction of the FIFA Anti-Discrimination Monitoring System. The new monitoring system assesses all matches of the 2018 FIFA World Cup Russia™ preliminary competition and final tournament, as well as the all matches of the FIFA Confederations Cup Russia 2017 and selected friendlies. Central to this project is FIFA's close cooperation with the Fare network.

**June 2015 - Juli 2017:** FIFA Female Leadership Development Programme.

**July 2015:** Launch of the FIFA Sustainability Strategy for the 2018 FIFA World Cup Russia™.

The strategy forms the basis for a practical sustainability action plan which includes a systematic approach actions to diversity and anti-discrimination.

**October 2015:** Publication of the FIFA Good Practice Guide on Diversity and Anti-Discrimination.

The Good Practice Guide offers an overall concept and outlines practical tools on how to foster diversity and anti-discrimination within and among FIFA's member associations. It addresses the associations' specific responsibilities and provides recommendations on how to build a network with partners inside and outside football.

**February 2016:**

As part of a set of reforms, the Extraordinary FIFA Congress agreed on a greater recognition and promotion of women in football with a minimum of one female representative elected as a Council member per confederation and the promotion of women as an explicit statutory objective of FIFA to create a more diverse decision-making environment and culture.

**September 2016:**

Slum Soccer, an organisation using football to work towards improving the living conditions of women and marginalised populations in Indian society, wins the inaugural FIFA Diversity Award. The jury comprised prominent figures from global football and international experts in diversity and anti-discrimination in sport.

**March 2017:** At its first meeting, FIFA's independent Human Rights Advisory Board discusses FIFA's approach on diversity and anti-discrimination.

**March 2017:** FIFA 3<sup>rd</sup> Conference for Equality and Inclusion “Making Equality a Reality” takes place at the Home of FIFA in Zurich.

**May 2017:** The FIFA Council discusses the ongoing fight against discrimination and recent high-profile incidents of racism. The council concludes that member associations and referees should be ready to adopt a strict policy to deal with incidents of racist nature.

**June 2017:** FIFA is reinforcing its fight against discrimination in football with the introduction of a three-step procedure for referees in case of discriminatory incidents during the matches and the deployment of anti-discrimination observers at all matches of the FIFA Confederations Cup 2017. The measures also include trainings for all relevant operational areas and awareness raising elements for fans in the stadium, such as the annual FIFA Anti-Discrimination Days on June 28 and 29.

**October 2017:** Presentation of the 2<sup>nd</sup> FIFA Diversity Award to Soccer Without Borders, an organisation using football as the key tool to build the confidence and assist with the integration of young refugees in places like the United States and Uganda.

**November 2017:** Successful first run of the anti-discrimination monitoring system with all 871 FIFA World Cup Qualifiers assessed and anti-discrimination observers deployed to 177 matches with a higher risk of discriminatory incidents.

**December 2017:** Introduction of three-step procedure for referees at the FIFA Club World Cup in UAE and to all future FIFA competitions successively.

**March 2018:** FIFA 4<sup>th</sup> Conference for Equality and Inclusion takes place at the Home of FIFA in Zurich.

**May 2018:** The 2nd edition of the FIFA Good Practice Guide on Diversity and Anti-Discrimination is published and shared with all 211 FIFA member associations.

**June 2018:** for the first time in the history of the FIFA World Cup™, the three-step procedure and a dedicated anti-discrimination monitoring system are in place for all matches at the 2018 FIFA World Cup Russia™. Special training on diversity and anti-discrimination and briefings are provided to the participating teams, FIFA and LOC staff, referees and other match officials, volunteers, stewards and food & beverage staff. FIFA supports the Russian LGBT Sport Federation.

**June 2019:** The anti-discrimination monitoring system is implemented for the FIFA World Cup Qatar 2022 preliminary competition.

**July 2019:** The new FIFA Disciplinary Code is updated in line with FIFA President’s recent statement to the effect that discrimination has no place in football and FIFA will not hesitate to tackle any form of discriminatory behaviour. For reoffenders, the disciplinary measures now include the implementation of a prevention plan to foster education on diversity and fight discrimination in football. Also, FIFA’s Disciplinary Committee may permit the victim to make a statement, allowing the latter to participate in the proceedings. July 2019: FIFA circular no. 1682 urges all FIFA member associations, leagues, clubs and disciplinary bodies to introduce the three-step procedure for discriminatory incidents in their domestic competitions.

**September 2019:** The Fútbol Más Foundation wins the 4<sup>th</sup> edition of the FIFA Diversity Award. Established in Chile, Ecuador, Haiti, Kenya, Mexico, Paraguay and Peru, they develop the life skills of children and young people living in contexts of social vulnerability, thereby promoting integration and diversity, fostering solidarity and cohesion without discrimination.

## FIFA Diversity Award

### Aims

The FIFA Diversity Award highlights the importance of the fight against exclusion and discrimination, and is presented to an organisation, group initiative or football personality that is putting their full weight behind a project or programme that is making a significant contribution to diversity and anti-discrimination. Through this symbolic recognition and honour, FIFA intends to inspire others around the world to take up the cause, which in turn will motivate other organisations, group initiatives and individuals to exchange best practices and build up networks.

The award also provides FIFA with an opportunity to highlight and strengthen its own strategic approach and activities in the field of diversity and anti-discrimination, for example by firming up relations with key stakeholders or fostering the debate around diversity and anti-discrimination.

### The jury

FIFA assembles an 11-strong jury, comprising prominent figures from global football and international experts in diversity and anti-discrimination in sport. Between them, the jury members combine their expertise in the fight against discrimination in all of its guises, whether based on ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason. The jury is tasked to select three finalists and the ultimate winner of the FIFA Diversity Award.

#### Jury of the FIFA Diversity Award 2019

Maria Sol Muñoz	Ecuadorian member of FIFA Council, Ecuador
Fatuma Abdulkadir Adan	Horn of Africa Development Initiative in Kenya, winner of the FIFA Diversity Award 2018
Tokyo Sexwale	South African anti-apartheid activist, chairman of the FIFA Monitoring Committee Israel/Palestine
Abby Wambach	FIFA Women's World Cup™ winner, former USA international
Jaiyah Saelua	American Samoa international
Clarence Seedorf	FIFA Legend, four-time UEFA Champions League winner and former Dutch international
Ryan Atkin	English referee, European Referee Director at the International Gay & Lesbian Football Association – IGLFA
Jefinho	Brazilian international of blind football, 5-a-side
Alexandra Haas Pacioc	President of CONAPRED, Mexico
Khalida Popal	Former Afghan player, Programme Director for the Afghanistan women's national team, activist for gender equality)
Lydia Nsekera	Burundian member of the FIFA Council

#### Winners and finalists

Year	Winner	Runners-up
2016	<b>Slum Soccer</b> (India)	<b>International Gay &amp; Lesbian Football Association</b> (international) and <b>Kick It Out</b> (United Kingdom)
2017	<b>Soccer Without Borders</b> USA, Nicaragua and Uganda	<b>Moving the Goalposts</b> (Kenya), <b>Discover Football</b> (international) and <b>Uni Papua Football Community</b> (Indonesia)
2018	<b>Horn of Africa Development Initiative</b> (Kenya)	<b>John Moriarty Football</b> (Australia) and <b>Show Racism the Red Card</b> (United Kingdom)
2019	<b>Fútbol Más Foundation</b> Chile, Ecuador, Haiti, Kenya, Mexico, Paraguay, Peru	<b>PlayOnSide</b> (Thailand, Myanmar) and <b>Watoto Wasoka</b> (Uganda)

## The three-step procedure for discriminatory incidents at FIFA competitions

Security personnel are tasked to support the dialogue with conspicuous fans, give orders, identify and remove items deemed discriminatory and expel spectators who behave in a discriminatory and non-cooperative manner.

In case of critical and/or continuing discriminatory incidents, when behaviour persists following all possible attempts to control it, match officials are responsible for coordinating the escalation and applying to the following three-step procedure.

Based on Law 5 of the Laws of the Game, FIFA has used three-step procedure for discriminatory incidents in its competitions since the FIFA Confederations Cup Russia 2017. FIFA has urged all member associations, leagues, clubs and disciplinary bodies to introduce the three-step procedure in their domestic competitions.

### STEP 1:

#### **Stop the match.**

The referee may decide to stop the game so that a stadium announcement is made, urging the spectators to cease the discriminatory behaviour. The following stadium announcement explains the referee's decision and requests for the discriminatory incident to stop.

### STEP 2:

#### **Suspend the match.**

If discriminatory behaviour continues once the game has resumed, the referee may instruct the teams to return to their dressing rooms for a reasonable amount of time and have the match suspended until the behaviour stops. The following stadium announcement explains the referee's decision and requests for the discriminatory incident to stop.

### STEP 3:

#### **Abandon the match.**

In a critical scenario, and following consultation with all relevant parties - including the team captains and security authorities - the referee is entitled to decide to abandon the game as a very last resort. The following stadium announcement explains the referee's decision and requests for the discriminatory incident to stop, in accordance with the instructions of the security personnel.



## Conclusion

FIFA recognises and embraces its responsibility to lead the way in the global fight against discrimination in football. While this fight also relies on the implementation of measures by FIFA, member associations at the national and local level, FIFA is striving to provide the

appropriate framework for the eradication of discrimination throughout the football community. At every opportunity, FIFA will send a clear message that discrimination is not be tolerated in any form. Discrimination is incompatible with the very essence of sport and the universal values inherent to it.



