



# DISCRIMINATORY CONDUCT



## WHAT TO DO IF AN INCIDENT OF A DEROGATORY SLUR OR BEHAVIOR OCCURS

Missouri Youth Soccer is committed to creating a diverse and inclusive environment. Discriminatory acts or offensive remarks of any kind in connection with an individual's background, ethnicity, religious beliefs, sexual orientation, or identity, in English or any other language, will not be tolerated.

| When any member of the referee crew has heard/seen a derogatory slur or behavior:<br><b>WITNESSED</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | When any member of the referee crew has NOT heard/seen a derogatory slur or behavior:<br><b>HEARSAY</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>1. <u>Immediately stop the game</u></li> <li>2. <u>Issue a <b>RED CARD</b></u> and send off player(s), technical staff, etc. If it is an outside agent (have them removed)</li> <li>3. <u>Inform both team's head coaches</u> of the reasoning for the red card</li> <li>4. <u>Bring the teams and coaches together</u> and inform them of the incident</li> <li>5. Have the teams <u>discuss</u> that the behavior will not be tolerated</li> <li>6. <u>Ask each team</u> if they want to <u>continue</u> the match or <u>abandon</u> the match</li> </ol> | <ol style="list-style-type: none"> <li>1. <u>Immediately stop the game at next stoppage.</u></li> <li>2. Make sure the player making the allegation is given <u>time and space to explain</u> the situation fully</li> <li>3. <u>Consult</u> with your referee crew to establish if they witnessed the incident</li> <li>4. <u>Bring the teams and coaches together</u> and inform them of the allegation</li> <li>5. Have the teams <u>discuss</u> that the behavior will not be tolerated</li> <li>6. <u>Ask each team</u> if they want to <u>continue</u> the match or <u>abandon</u> the match</li> </ol> |
| <ol style="list-style-type: none"> <li>1. After the game, <u>immediately</u> contact your assignor about the incident.</li> <li>2. <u>Within 24 hours: write out an Incident Report, a Supplemental Report, and include it with the Game Card</u></li> <li>3. <u>Send your report to ALL of the following:</u> <ol style="list-style-type: none"> <li>a. Your assignor and league</li> <li>b. SRA of Missouri – If ADULT Game</li> <li>c. SYRA of Missouri – If YOUTH Game</li> </ol> </li> </ol>                                                                                                  | <ol style="list-style-type: none"> <li>1. After the game, <u>immediately</u> contact your assignor about the incident.</li> <li>2. <u>Within 24 hours: write out an Incident Report, a Supplemental Report, and include it with the Game Card</u></li> <li>3. <u>Send your report to ALL of the following:</u> <ol style="list-style-type: none"> <li>a. Your assignor and league</li> <li>b. SRA of Missouri – If ADULT Game</li> <li>c. SYRA of Missouri – If YOUTH Game</li> </ol> </li> </ol>                                                                                                             |

### EXAMPLES OF BANNED TERMS

|                                         |                                          |
|-----------------------------------------|------------------------------------------|
| "Sp*c" / "Sp*ck" / "Bean*r" / "Wetb*ck" | "Ch*nk" / "Sl*nt"                        |
| "Rag He*d"                              | "K*ke"                                   |
| "N*gga" / "N*gger" / "N*gro"            | "Monkey" / "Mono" / "Gorilla" / "Gorila" |
| "Black Boy" / "White Boy" / "Jew Boy"   | "Cracker"                                |
| "P*to" / "Mar*con"                      | "F*g" / "F*ggot" / "Homo" / "B*tty Boy"  |

### EXAMPLES OF BANNED: GESTURES OR INUENDOS

Anything that can be perceived discriminatory towards a race, religions, sexual orientation, identity, etc.

**Use the following form below to document the incident. If there are multiple incidents, then you must use a new form for each incident. For example, if you had an incident before halftime and another incident after halftime, then submit two different forms to report each incident.**

Name of Referee Submitting Report: \_\_\_\_\_  
Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_  
USSF # (if known): \_\_\_\_\_ State You Are Registered In: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_ Field: \_\_\_\_\_  
Match #: \_\_\_\_\_ League: \_\_\_\_\_ Age Group: \_\_\_\_\_ Gender Boys /Girls  
Home Team: \_\_\_\_\_ Visiting Team: \_\_\_\_\_

Was the discriminatory incident witnessed or heard by any member of the referee crew? **YES / NO**  
If **YES**, then complete **SECTION A** below. If **NO**, then skip to **SECTION B**.

## SECTION A – WITNESSED/HEARD

1. What time did the incident occur in the match? \_\_\_\_\_
2. Which player(s) said or gestured the discriminatory act? List All That May Apply To
  - a. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
    - i. Said or gestured: \_\_\_\_\_
    - ii. Was a red card issued to the player? YES / NO
  - b. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
    - i. Said or gestured: \_\_\_\_\_
    - ii. Was a red card issued to the player? YES / NO
  - c. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
    - i. Said or gestured: \_\_\_\_\_
    - ii. Was a red card issued to the player? YES / NO
  - d. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
3. Was the protocol followed during the incident since it was **WITNESSED** (Steps 1-6): YES / NO

## SECTION B – HEARSAY

1. What time did the incident occur in the match? \_\_\_\_\_
2. Who reported the allegation? List All That Apply
  - a. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
  - b. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
3. What was allegedly said or gestured? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
4. What player(s) has been accused of the allegation? List All That Apply
  - a. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
  - b. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
  - c. Player: \_\_\_\_\_ Team: \_\_\_\_\_ Player #: \_\_\_\_\_
5. Was the protocol followed during the incident since it was **HEARSAY** (Steps 1-6): YES / NO

## SECTION C – REPORTING (Go to MRDP.ORG to find contact information about the SRA or SYRA for Missouri)

1. Has the referee administrator or assignor been notified? YES / NO Name of Contact: \_\_\_\_\_
2. Has a report been filed to the league or event ? YES / NO
3. Has a report been sent to the SRA (State Referee Administrator) if it's an ADULT match? YES / NO
4. Has a report been sent to the SYRA (State Youth Referee Administrator) if it's a YOUTH match? YES / NO