



UNACCEPTABLE CONDUCT POLICY

PREVENTATIVE & RESPONSIVE ACTIONS

Aberdeen Football Club


Pittodrie Stadium

Aberdeen

- (1) Aberdeen Football Club have issued a statement to the effect that the Club will not tolerate racism or any other type of unacceptable behaviour. This statement is printed on all matchday programmes (fixtures pages) and is displayed prominently and permanently in all areas of the stadium.
- (2) Aberdeen Football Club have a new initiative “Textline”. This is a text line set up for anyone attending or working at the stadium and is available to all. The number is on posters throughout the stadium and also permanently in the programme and briefing agenda. The text line is also advertised on the LED boards along the front of the Main Stand. This text line is for anyone who wants to report, easily and anonymously, any type of anti-social behaviour. This phone is kept in the Control Room with the Event Safety Manager and Security Team.
- (3) The Club recently participated in the “Show Racism the Red Card” campaign, and our players and management were encouraged to take part in events, interviews and action weeks on various anti-discrimination issues. At the match Rangers v Aberdeen on Sat, 29th October 2022 the players held up STRC cards before kick-off and the Manager wore a SRTRC badge. We also had a team photo taken at the start of the season with players displaying SRTRC red cards.
- (4) PA announcements are made prior to and at half-time at all games played at Pittodrie Stadium. Copies of the PA script literature are available on request.
- (5) The Unacceptable Conduct Policy is incorporated within the Supporters Charter; the guidelines regarding supporters and displays/participation are on the Club website.

- (6) Aberdeen Football Club will take swift and punitive action against any supporter who breaks the Code of Unacceptable Conduct. In the past the Club has taken the action of banning, indefinitely from the stadium, supporters who have broken this code and will continue to do so. This is reflected on the back of our tickets.
- (7) By meeting with Supporters Clubs, it is believed that a positive atmosphere, with an element of self-policing, will help to eradicate any discriminating chants or actions within the fan base.
- (8) It is a condition of sale of season tickets via printed material and the Club website that season ticket holders do not take part in racist abuse and unacceptable conduct. This will be included in the season ticket brochure.
- (9) Stewards are briefed prior to games to be aware of any racist behaviour and of any literature being either sold or distributed both inside and outside the ground. Any such activity should be reported immediately, and positive police and steward action taken.
- (10) Disciplinary action will be taken against any player who engages in racial abuse.
- (11) Visiting football clubs are made aware of the Club policy regarding racism at the operations meeting prior to the match.
- (12) Joint operations meetings are held with the police and stewards regarding a common strategy in dealing with racist abuse.
- (13) Aberdeen Football Club have logs and de-brief for every game kept on file which holds details of those refused entry, ejected and/or arrested for unacceptable behaviour which is available to see on request.
- (14) The stadium is inspected regularly, and any graffiti is removed as a matter of urgency.
- (15) An Equal Opportunities Policy is in place in relation to employment and service provision through the Supporters Charter and Employees Handbook.
- (16) The Club works closely with Grampian Racial Equality Group and schools through the AFC Community Trust to raise awareness in an effort to eliminate racial abuse and discrimination.

**Signed on behalf of:
Aberdeen Football Club Ltd.**

<i>Name</i>	<i>Signature</i>	<i>Job Title</i>	<i>Date</i>
<i>Paul Hendry</i>		<i>Head of Operations</i>	<i>06/01/2023</i>