

## Anti-discrimination & Diversity

### The three-step procedure

FIFA has a zero-tolerance approach to discrimination, and has stepped up its anti-discrimination mechanisms for the 2018 FIFA World Cup in Russia. For each of the 64 matches, FIFA will deploy three anti-discrimination match observers who are knowledgeable in the specificities of fan culture and forms of discriminatory behaviour in the stadium in case incidents of a possible discriminatory nature occur. Their observations will support the security team in the stadium and lead to the submission of the antidiscrimination match report. This facilitates the investigations of FIFA's disciplinary bodies through the provision of evidence such as photos, film and audio of discriminatory incidences.

During the match, the anti-discrimination match observers and their coordinators are in contact with the FIFA Safety & Security Officers to identify and deal with incidents swiftly – such as by talking to fans, removing prohibited items or even expelling individuals from the stadium. Supporting the security measures, FIFA may use a reactive stadium announcement without interfering with the match to react to discriminatory incidents. In case of critical and continuing discriminatory incidents, when behaviour persists following all possible attempts to control it, match officials are responsible for coordinating the escalation and applying the following three-step procedure:

#### 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.

#### 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 and have the match suspended for a reasonable amount of time until the behaviour stops.

#### 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.