



# Situations and Possible Actions

In this factsheet we will provide some situations and possible reactions to this situation. You can use these as examples in a discussion meeting, or to guide you when you face a similar situation in real life.

*Tip: To encourage participants to talk, you can use statements and ask them if they agree or not.*

**Situation 1:**  
**Supporters use violence in the stadium against a man who is thought to be gay.**

## How do you react?

### As a supporter:

- It's important to immediately warn the security officers, police and stewards and watch your own safety.

### As a steward/ security officer:

- Stop the violence if your own safety is guaranteed. If not, you can ask the police to assist.

### As a football club:

- Stand up against this behaviour by making a public statement.
- Discuss this event with the Supporters Club. This event could be a trigger to start a campaign about LGBTIQ-inclusion in football and to adapt policy and rules within the club.

**Situation 2:**  
**A male/female player tells his/her trainer that he/she is gay/lesbian/bisexual.**

## How do you react?

### As a trainer:

- It's important to respect your relationship of trust with this player. Do not share this information if you don't have his/her permission.
- Put the player at ease. Tell him/her that this is not a problem, and that this will not change anything.
- If the player wants to 'come out' to the team, you can discuss with him/her how and when they would like to do this.
- Look up some information about local LGBTIQ-organisations who might be able to support, and share this information with the player (and your team if the player wants to openly come out).



### Situation 3:

Players tell jokes about gay people during showering, and suggest that one of their team-mates is gay.

#### How do you react?

##### As a trainer/ club board member:

- Humour is important and can make taboo topics easier to discuss, but there is a thin line between teasing and bullying. Especially for people who are not out yet, these jokes make it even more difficult to be open about sexual orientation or gender identity.
- If you hear these jokes regularly it's important to react. Talk with the instigator and explain that jokes like this can be very insulting for LGBTIQ-people or players with LGBTIQ-family members.
- Explain that the club rules and football rules in general do not allow these kinds of jokes.
- If the player continues with his/her behaviour, you could give them a sanction.



### Situation 4:

A referee hears several times that a youth player is calling an opponent 'stupid faggot'. This player feels insulted and informs the referee.

#### How do you react?

##### As a referee:

- Listen to the story of the player and make it clear that he/she can always come to you with these complaints.
- Talk with the offender and make clear that this kind of language is not tolerated either on or off the pitch and that this causes offence.
- Refer to the official regulations for additional guidance.
- If the behaviour doesn't stop you can sanction the player.

##### As a trainer of the instigator:

- Talk with the player and make it clear that you don't tolerate this kind of language in your team, either on or off the pitch and that this causes offence.
- If the behaviour doesn't stop you could sanction the player.

##### As a club:

- Communicate your club charter and policies to all club members and make it clear that offensive and discriminatory behaviour both on and off the pitch will not be tolerated.
- If necessary (if the player continues with this behaviour) a board member can talk with this player to explain the point of view of the club.
- If the behaviour doesn't stop you could sanction the player.