



## UNACCEPTABLE CONDUCT POLICY

### UNACCEPTABLE CONDUCT AT TYNECASTLE PARK AND AWAY FOOTBALL GROUNDS

Heart of Midlothian FC is a family Club open to all and we make every effort to make everyone feel welcome when they come to Tynecastle Park.

The Club condemns and will not tolerate any form of violent, disorderly or discriminatory conduct and/or Unacceptable Conduct by any persons at matches at Tynecastle Park or at away football stadiums.

**Unacceptable Conduct** is conduct which is violent or disorderly.

**Violent Conduct** includes actual, attempted or threatened physical violence against any person, or intentional damage to property. The Club has a 'zero tolerance' policy to any violent behaviour directed at staff who are working on behalf of the Club.

**Disorderly conduct** includes conduct which stirs up or sustains, or is likely to stir up or sustain, hatred or ill will against or towards individuals or groups of people because of:

1. Age
2. Disability
3. Gender reassignment/Transgender identity
4. Marriage and civil partnership
5. Race (including colour, nationality, and ethnic or national origin)
6. Religion or belief or of a social or cultural group with perceived affiliations
7. Sex
8. Sexual orientation

Disorderly conduct also includes:

Using threatening, abusive or insulting words or conduct

Displaying writing or any other thing which is threatening, abusive or insulting

**Racially Motivated Conduct** – The Club will challenge all aspects of discrimination and will work to significantly increase the awareness of inclusion and diversity, and the consequences of inappropriate behaviour across all levels of football. The Club will apply sanctions to include tougher penalties against racism. The measures taken by the Club aim to efficiently fight racist behaviour at Tynecastle Park, and elsewhere, in line with the Club's zero-tolerance approach.

Any person engaging in Unacceptable Conduct may be subject to any or a combination of the following:

Removal from the Stadium

Suspension from attending fixtures involving Heart of Midlothian FC

Indefinite ban from attending fixtures involving Heart of Midlothian FC

Indefinite ban from Tynecastle Park

Report to Police Scotland and possible criminal proceedings

Sanctions imposed by the Club will be proportionate to the violent; disorderly; racist; unacceptable conduct or misbehavior involved.

In addition, search procedures may be operated by the Club and persons entering Tynecastle Park are deemed to have agreed to be subject to such search procedures. Items may be confiscated during such a search if they are considered to breach Ground Regulations. Any attempt to bring prohibited articles into the stadium could result in police arrest. Any persons under the influence of alcohol may be refused entry and/or arrested.

The Club will work closely with Police Scotland effectively using the Protocol agreement between the parties to detect and take action against those who may breach the Club's Policy and the new Offensive Behaviour at Football and Threatening Communications (Scotland) Act 2012.

In addition, the Club will continue working with Police Scotland to discourage individuals bringing pyrotechnics into stadiums. Where individuals have been detected with pyrotechnics the Club has taken swift action against individuals. These breaches of the Policy have been dealt with strictly, and indefinite bans imposed.

The Club continues to raise awareness through its media channels and forums to reinforce to supporters that actions of racist or unacceptable conduct will not be tolerated. These messages are enforced in match day programmes and pre-match messages over the stadium PA system. Further detailed information is contained within the Club's Supporters Charter and the Club guidance on Flags, Surfing Flags and Banners.

At away matches, the host club makes visiting supporters aware of their own Policy and asks that all supporters act responsibly. The Club works closely with host clubs and, where appropriate, shares relevant information in respect of supporters' conduct.

The Club will work closely with our supporters' groups to maintain a good relationship with the intention of enhancing the atmosphere and match day experience at Tynecastle Park in support of the team on the pitch.