



Anti-Social Behaviour Policy

**27 November 2012
(Amended July 2020)**

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Part I - Introduction

1. The BFA has the ultimate responsibility to promote the game of football in Bermuda for the enjoyment and development of all.
2. The BFA and its Member Affiliates recognize that they have a joint responsibility to ensure a safe and secure environment for the players, officials, administrators and spectators.
3. The BFA recognizes that anti-social behaviour and conduct is present as follows:
 - a. In and outside the game of football;
 - b. At all age levels;
 - c. By males and females;
 - d. In schools;
 - e. In and outside Bermuda.
4. The BFA recognizes that there is a real risk that football can be seriously undermined by anti-social behaviour. As such, whilst recognizing that the BFA and its Member Affiliates are law abiding organizations, we are not law enforcement organizations.
5. The BFA will implement this Anti-Social Behavior Policy (“**the Policy**”) in order to protect the game.

Part II - Establishment of Committees

BASBEC

6. The BFA shall establish a Standing Committee to be known as the BFA Anti-Social Behavior Committee (“**BASBEC**”).
7. BASBEC will be responsible to the BFA for the establishment and maintenance of the following:
 - a. Anti-social behavior policies of the BFA.
 - b. Code of Conduct

8. The BFA will consult with the Bermuda Cricket Board in order to seek assistance in drafting and implementing the Policy and for agreement that the Policy will apply to its Affiliates and registered players.
9. The BFA will adopt this Policy and a Code of Conduct and will insert them into its Regulations and Statutes as appropriate.

Clubs' Committee

10. The BFA shall establish a Standing Committee to be known as the Clubs' Committee with the following establishment and responsibilities:
 - a. The two co-chairs shall be one member of the Executive Council and one member of the BASBEC.
 - b. Dealing with Spectators in accordance with this Policy;
 - c. Advising on and dealing with Club matters;
 - d. Promoting the interests of the Clubs.

Player Status Committee

11. The BFA shall establish a Standing Committee to be known as the Player Status Committee ("PSC") with the following responsibilities:
 - a. The two co-chairs shall be one member of the Executive Council and one member the BASBEC.
 - b. Dealing with players/officials in accordance with this Policy;
 - c. Advising on and dealing with player matters;
 - d. Promoting the interests of players/officials.

Part III - Applicability

12. This Policy will apply to all persons, male and female, including the following:
 - a. Players - junior and senior;
 - b. Officials;
 - c. Administrators;
 - d. Spectators.

Part IV Definitions

13. "**Relevant Conduct**" is defined as any conduct or behavior, committed or threatened, in the past or currently, which includes any one or more of the following:
- a. Violence of any sort or degree;
 - b. Any Public Order offence as defined in the laws of Bermuda criminal legislation;
 - c. Any Misuse of Drugs offence including simple possession, possession with intent to supply, importation, equipment, conspiracy;
 - d. Gang activity;
 - e. Gang membership;
 - f. Gang associations.
14. For the avoidance of doubt, Relevant Conduct includes:
- a. Any act at any school, public or private, in or outside of Bermuda;
 - b. Any act whether it is in connection with football or not;
 - c. Any act whether it is at a football ground or football match or not.
15. "**Standard of Proof**" – English Court jurisdictions
- a. The criminal standard: 'Beyond reasonable doubt' is the standard used in the criminal law. In a criminal court when determining an accused person's guilt, a judge will explain to a jury that 'beyond a reasonable doubt' means that you must be 'satisfied so that you feel sure' in convicting a person of a crime. This is a very high standard of proof to reach but it relies on the fact that all the investigatory resources of the country (police, warrants, arrests, evidence etc) are available in prosecuting a person for a crime. In the present context, it means are we satisfied so that we are sure that the person has committed Relevant Conduct.
 - b. The civil standard: 'On a balance of probabilities' is the standard used in the civil law – that is people suing each other. In a civil court in determining whether a party has proved their case against the other party, the judge will explain that 'on a balance of probabilities' means 'is it more likely than not'. This standard is a lower standard than the criminal standard and in the present context it means are we satisfied that it is more likely than not that a person has committed Relevant Conduct.
 - c. This Policy (recognizing that in our organization we do not have all the resources of the country at our disposal) adopts and applies the civil standard, namely on a balance of probabilities or that we are satisfied

that it is more likely than not the person is known for Relevant Conduct. In some cases, for example, where a person has been convicted in a criminal court, we will also be satisfied so that we are sure (by that conviction) which means that the lower civil standard has been satisfied also.

Part V – Vetting and Banning Players/Officials

16. The PSC shall have responsibility for the application of this part of the Policy.

Bans - Players/officials convicted of criminal offences in Criminal Courts

17. If any player/official is convicted by a criminal court of an offence falling within the scope of Relevant Conduct, whether connected with a football match or football ground or not, the PSC will consider the matter and will have the discretion and authority to:
- a. Ban the person from being a registered member of the BFA;
 - b. Ban the person from all Clubs or listed sports grounds;
 - c. Ban the person from the Club of which he is a member.

Club Vetting

18. Each Club will be required to vet their own players/officials on an on-going basis.
- a. If any player/official is more likely than not to be known for Relevant Conduct then that player/official at the request of the Club to the PSC will be considered for being banned and withdrawn by the BFA.

Team and Player Documentation

19. During BFA and Club registration, (annual registration) - all players/officials are required to sign a consent form for the Club and/or BFA to do a Police background check.
- a. See Bermuda Police Service (“**BPS**”) Background Check Form at Annexe A.
 - b. The following players are required to give consent for police background check
 - i. Senior players;
 - ii. All youth players starting with Under 12 League and above. Parents are to provide signatures for consent.

20. All Clubs are required to submit to the PSC the following documents on an annual basis by 15 July (to allow for vetting procedures to take place):

- a. Team rosters for the upcoming season as vetted by the Clubs;
 - b. BPS Background Check forms as signed by each player/official on the team roster.
21. A player/official will not be registered or will have his registration withdrawn if a BPS Background Check form is not submitted for the player by 15 July of each year.
22. The PSC:
- a. May submit the full Team Rosters or a sample list or a specific list from the Team Roster and the BPS Background Check forms to the BPS on an annual basis in or about the annual registration period; and
 - b. May, in their discretion, submit the Team Roster or a sample list or a specific list from the Team Roster and/or BPS Background Check form for any player to the BPS for vetting at any time.
23. The BFA will liaise with the BPS for vetting against the following lists:
- a. Prolific Offenders List
 - b. Gang Members List

BPS Vetting and Results

24. The BPS would vet the BFA rosters for players known for Relevant Conduct.
- a. The BPS would use a “Stop Light” system of red, green and yellow to inform the BFA of its results. This was on the basis that the BPS was not prepared to provide specific information to the BFA about any player.
 - b. The “Stop Light” system is as follows:
 - i. Red – means that the BPS is in possession of information to conclude that that the player/official is known for Relevant Conduct.
 - ii. Green - means that the BPS is not in possession of information to conclude that the player/official is known for Relevant Conduct.
 - iii. Yellow – means that the BPS is in possession of information that the player/official may be known for Relevant Conduct

PSC Actions on a Red Result

25. If any player/official receives a Red Result, that is, confirmed to the PSC as being known for Relevant Conduct, then the PSC will ban and withdraw registration of the player/official.
26. There is no right of a hearing before the PSC to show reason why the player/official should not be banned.
27. A Red Result player may appeal to the BFA Appeals Committee on the following grounds:
- a. That the procedure used was wrong;
 - b. That the BPS Background Check result was not for the relevant player;

- c. But may not appeal on any other grounds.
- d. The BFA Appeal Committee can consider the documentation submitted to the BPS and the documentation returned by the BPS, and the reason and decision of the PSC, but cannot consider any BPS source material which led to the Red Result.
- e. The Appeal Committee after hearing an appeal in this section can do the following:
 - i. Dismiss the appeal; or
 - ii. Allow the appeal on the permissible grounds above in this section and then direct the BFA to submit again the name of the player/official for police vetting.

PSC Actions on a Yellow Result

28. If any player/official receives a Yellow Result, that is, may be known for Relevant Conduct, then the PSC will proceed as follows:
- a. Advise Clubs of their players/officials who received a Yellow Result;
 - b. Direct the Club that those players/officials be vetted again by the Club.
 - i. If the Club agrees, as a result of such vetting, that the player/official is known for Relevant Conduct then the Club must inform the PSC – using the required BASBEC Form A – that the player/official should be banned and registration withdrawn.
 - ii. If the Club disagrees that the player/official is known for Relevant Conduct, then the Club may request a hearing – using the required BASBEC Form A – before the PSC to show reason why the player/official is not known for Relevant Conduct or although known for Relevant Conduct – in either case should not be banned and registration withdrawn.
 - iii. The PSC will consider all the circumstances and exercise its discretion to:
 - 1. Ban the player and withdraw registration;
 - 2. Allow the player to play, with or without conditions, such conditions including probation, rehabilitation football community service or enrolled in the On the Ball Community Support program.
29. A Yellow Result player may appeal to the BFA Appeals Committee on the following grounds:
- a. That the procedure used was wrong;
 - b. That the BPS Background Check result was not for the relevant player;
 - c. That the PSC exercised its discretion improperly in imposing a ban or conditions;
 - d. But may not appeal on any other grounds.

- e. The BFA Appeal Committee can consider the documentation submitted to the BPS, the documentation returned by the BPS, the reasons and decision of the PSC hearing, but cannot consider any BPS source material that led to the Yellow Result.
- f. The Appeal Committee after hearing an appeal in this section can do the following:
 - i. Dismiss the appeal; or
 - ii. Allow the appeal on the permissible grounds (a) and (b) of this section and then direct the BFA to submit again the name of the player/official for police vetting; or
 - iii. Allow the appeal on the permissible ground (c) of this section and quash the ban, or quash the conditions, or vary the conditions as necessary.

Rehabilitation and Reinstatement

- 30. Only the Club of a banned player/official may apply on behalf of the banned player/official to the PSC for reinstatement, such application to be by an official Club letter.
- 31. The letter of request for reinstatement can only be submitted to the PSC during the month of August and at no other time.
 - a. A player/official may only make one application for reinstatement in a 12-month period.
 - b. The PSC, upon receipt of the letter requesting reinstatement, will submit the name of the banned player/official to the BPS for vetting.
 - c. Only banned players/officials who receive a Green Result or a Yellow Result will be entitled to a reinstatement hearing before the PSC. A Red Result has no right to a reinstatement hearing before the PSC.
 - d. The Club and banned player/official have a right to attend a reinstatement hearing before the PSC.
- 32. A banned player/official is encouraged to complete the On the Ball Community Support program in order to be considered by the PSC for reinstatement for playing football.
- 33. A banned player seeking reinstatement must prove that he is no longer known for current Relevant Conduct.
 - a. Consideration will be given to the following factors:
 - i. The kind of rehabilitation completed eg courses, programmes, public denunciation of anti-social behavior.
 - ii. The fact that a rehabilitated person may still attract violence to himself or to matches, thus putting other people at risk.
- 34. A rehabilitated player may be permitted to be re-registered on any terms and conditions in the discretion of the PSC including the following:
 - a. On probation for any time period;
 - b. Upon review;
 - c. On further or continuing rehabilitation programmes.

35. A player/official aggrieved by a decision in the reinstatement process may appeal to the BFA Appeal Committee on the following ground in respect of this section:
- a. That the reinstatement process used was wrong in respect of this Policy;
 - b. That the PSC exercised its discretion improperly in refusing to reinstate a player.
 - c. That the PSC exercised its discretion improperly in imposing conditions;
 - d. But may not appeal on any other grounds.
 - e. The BFA Appeal Committee can consider the reinstatement documentation submitted to the PSC and the reasons and decision of the PSC hearing, but cannot consider the source material of the BPS that lead to a BPS result received at any time.
 - f. The Appeal Committee after hearing an appeal in this section can do the following:
 - i. Dismiss the appeal; or
 - ii. Allow the appeal on the permissible ground (a) and direct the process be conducted again;
 - iii. Allow the appeal on the permissible ground (b) and grant reinstatement, with or without conditions; or
 - iv. Allow the appeal on the permissible ground (c) and quash the conditions, or vary the conditions as necessary.

Part VI – Spectators/Supporters

36. The Clubs' Committee shall have responsibility for the application of this part of the Policy.
37. Spectators/Supporters fall generally into 'Risk' and 'Non-Risk' spectators/supporters as defined as follows:
- a. **Risk Spectator/Supporter:** A person, known or not who can be regarded as posing a possible risk to public order or anti-social behaviour, whether planned or spontaneous at or in connection with a football event.
 - b. **Non Risk Spectator/Supporter:** A person, known or not who can be regarded as posing no risk to the cause or contribution to violence or disorder whether planned or spontaneous at or in connection with a football event.

This Policy seeks to provide safety and security to all spectators whilst recognizing that a variety of measures must be implemented to address any actions of the risk spectator/supporter.

38. If any spectator is known for Relevant Conduct the following provisions apply:
- a. The Clubs' Committee may direct a Club that a Banning Notice be issued by the Club.
 - b. The Club will take steps to ban or otherwise discipline the person;
 - c. The ban will be extended to all Clubs as follows:
 - i. A Banning Notice (Annexe B) will be sent to the person, listing all BFA and BCB Clubs to which the ban applies.
 - ii. The Banning Notice will be copied to all BFA/BCB Clubs and to the Bermuda Police Service.
39. If any spectator breaches a Banning Notice, then:
- a. The Clubs' Committee may direct a Club that specific action be taken against that spectator;
 - b. The Club will report the breach to the BPS for investigation and prosecution; and
 - c. The Club may extend a further ban.
40. Clubs will be encouraged to use CrimeStoppers to report breaches and other Relevant Conduct.

Part VII - Clubs

Implementation and Adherence to Policies

41. The Clubs' Committee, in cooperation with other BFA Standing Committees, shall have responsibility for the application of this part of the Policy.
42. Each Club shall adopt and implement:
- a. The Policy; and
 - b. The Anti-Social Behavior Code of Conduct.
43. The BFA Safety & Security Committee will provide regular Safety and Security Training Seminars.
- a. All Clubs are mandated to attend the Training Seminars and will face sanctions for failure to attend.
44. Clubs will be required to adhere to all safety protocols.
45. Clubs are required to have Anti-Gang education eg Mirrors

46. The BFA and BCB will mandate minimum standards for playing matches at grounds.

Match Day Protocols

(as read in accordance with the section on Club Pre-Match and Match Day Operational Plan)

47. PA Systems must be used on Match days to control the match environment.
48. CCTV camera placements will be reviewed to increase effective coverage.
49. There will be a 'Midnight to Midnight' ban on serving drinks in bottles or glasses at all Club grounds.
50. The visiting club must provide an official to vet entry of players and spectators.
51. Entry will be by one gate only.
52. Security wands must be used to scan each person.
53. Walk-thru metal detectors should be used where available.
54. Clubs must ensure access to the fields for emergency vehicles.
55. Clubs must post proper signage listing all rules for spectators to see.
56. All vehicles (including all bikes and cars) are prohibited from entry into a Club ground during football matches except:
 - a. The vehicles carrying a player/official playing in the match;
 - b. Vehicles as agreed between the Field Operator and the Clubs playing at the club ground on that match day.
57. The wearing of helmets of any kind is prohibited at Club grounds during football matches.

Operational plan

(as read in accordance with the section on Club Pre-Match and Match Day Operational Plan)

58. All Clubs must adopt an Operational Plan for match days to include the following:
 - a. Match Procedures;

- b. Security;
- c. Ambulance;
- d. Two way radio;
- e. Fire extinguishers;
- f. Match commissioners;
- g. Pre-game briefings.

CCTV Operations

- 59. Clubs to ensure that CCTV footage can be provided to BPS as necessary without delay.
- 60. CCTV equipment shall be located in a secure location with a play loop of two weeks.

Match Scheduling

- 61. The BFA Competitions Committee will consider scheduling matches at a limited number of grounds.
- 62. The aim of such scheduling is as follows:
 - a. Share resources;
 - b. Share benefits;
 - c. Make the environment family oriented;
 - d. Increase attendance;
 - e. Adhere to security standards.
- 63. Small Clubs may have to realign with larger club grounds to achieve efficiencies and to ensure compliance with the Policy and other relevant protocols.
- 64. The General Secretary will circulate the Security Procedures manual.

Part VIII - 'Approved Grounds' Criteria

(as read in accordance with the Club Facility Inspection & Evaluation Form)

- 65. The BFA will establish and maintain an 'Approved Grounds' list which will list the venues for which the BFA will host Cup semi-final or final rounds of matches.
- 66. There are various factors to be taken into consideration when listing a ground as an Approved Ground, including the following:

- a. The ability to use only one gate for entry.
- b. The ability to prohibit the entry of all vehicles, except for players and officials, from the Club grounds.
 - i. It must always be remembered that weapons maybe hidden in or on vehicles.
 - ii. Consideration will be given to the availability of parking in the surrounding community.
- c. The ability of the Club in enforcing this Policy.

END OF POLICY

CLUB RELEASE OF INFORMATION

PLAYER NAME: _____
Date and place of Birth: _____
Address: _____

I hereby give permission to _____ (Club Name) to release to the Bermuda Football Association any information pertaining to or verification of my status in relation to any "Relevant Conduct" (as defined below) or any other information known to the Club which may make me unsuitable as a player/official with the Bermuda Football Association, under their Anti-Gang Behaviour Policies and which may lead to my registration being refused and/or withdrawn.

POLICE RELEASE OF INFORMATION

I agree to the release of information by the Commissioner of Police to the Bermuda Football Association any information pertaining to or verification of my status in relation to any "Relevant Conduct" (as defined below) or any other information known to the Club which may make me unsuitable as a player/official with the Bermuda Football Association, under their Anti-Gang Behaviour Policies and which may lead to my registration being refused and/or withdrawn.

Date: _____
Signature: _____

For all youth players in Under 12 League and above

Name of Parent/Guardian: _____
Signature of Parent/Guardian: _____
Date: _____

"**Relevant Conduct**" is defined as any conduct or behavior, committed or threatened, in the past or currently, which includes any one or more of the following:

1. Violence of any sort or degree;
2. Any Public Order offence as defined in the laws of Bermuda criminal legislation;
3. Any Misuse of Drugs offence;
4. Gang activity;
5. Gang membership;
6. Gang associations.

For the avoidance of doubt, Relevant Conduct includes:

- a. Any act at any school, public or private, in or outside of Bermuda;
- b. Any act whether it is in connection with football or not; and
- c. Any act whether it is at a football ground or football match or not.

**BY REGISTERED MAIL
BY CLUB NOTICE BOARD**

ANNEXE B

BANNING NOTICE

TO: _____ (Name)
_____ (Address 1)
_____ (Address 2)
_____ (Address 3)

Dear Sir/Madam,

Re: Incident at (Club ground) on (date)

We write on behalf of our Club, namely _____.

We regret to inform you that on the subject date you committed the following conduct/behavior at our Club grounds.

__Brief detail of incident eg fight, threatened _____

We now write to advise you that your behavior, as outlined above, is unacceptable and to warn you that you are hereby banned from entering on our property in accordance with the Summary Offences Act 1926 s. 19(d) which reads: “*Any person who enters any land without the permission express or implied of the owner on which the owner or occupier has by notice published thereon, or by written notice posted to the trespasser at his usual or last known address by prepaid registered letter, forbidding trespassing.*” Therefore it is an offence to trespass on our Club’s property.

Additionally, in accordance with the policy of the Bermuda Football Association and all its Affiliates (as listed on the attached form), you are also banned from entering on all and any of our properties. If you do attend at the Property, we will contact the Bermuda Police Service. The Commissioner of Police is copied in on this letter.

Yours sincerely,

Club President/Secretary

cc: Commissioner of Police c/o Police Headquarters
By Email: (email address)

BFA and BCB
All Clubs Listed on Attached List – By email

BANNING NOTICE LIST

YOU ARE ALSO BANNED FROM ENTERING THE FOLLOWING PREMISES:

DANDY TOWN SPORTS CLUB 56 St. John's Road Pembroke HM 07	BERMUDA ATHLETIC ASSOCIATION 'Club House' 24 Woodlands Road Pembroke HM 07
DEVONSHIRE RECREATION CLUB "The Den" Frog Lane Devonshire	BOULEVARD COMMUNITY CLUB See St. David's Warriors FC
FLANAGAN'S ONIONS FOOTBALL CLUB See Bermuda Athletic Association	DEVONSHIRE COLTS FOOTBALL CLUB Police Field Police Headquarters Prospect, Devonshire DV 02
NORTH VILLAGE COMMUNITY CLUB Bernard Park 2 Marsh Folly Road Pembroke	HAMILTON PARISH WORKMENS CLUB #6 Workmen's Lane Hamilton Parish CR 01
PEMBROKE HAMILTON CLUB 1 Stadium Lane Middle Road, Warwick	IRELAND RANGERS FOOTBALL CLUB Star of India Building, Club Field 5 Malabar Road Sandy's MA 01
ROBIN HOOD FOOTBALL CLUB See Bermuda Athletic Association	PAGET FOOTBALL CLUB See Southampton Rangers FC
SOMERSET CRICKET CLUB #6 Cricket Lane Sandy's MA 03	PROSPECT UNITED FOOTBALL CLUB Police Field Police Headquarters Prospect Devonshire DV 02
SOUTHAMPTON RANGERS F.C. 121 Horseshoe Road Southampton WK 01	SOMERSET BRIDGE RECREATION CLUB White Hill Field Middle Road Sandy's
ST. GEORGE'S CRICKET CLUB 56 Wellington Slip Road St. George's GE 02	X-ROADS WARRIORS FOOTBALL CLUB Smith's Parish Community Field Smith's Parish Garrison Field, Smith's Parish
WOLVES SPORTS CLUB See Devonshire Recreation Club	ST. DAVIDS WARRIORS F.C. 41 Battery Road St. David's DD 02
	YOUNG MEN'S SOCIAL CLUB See Prospect United Football Club