Diversity and Inclusion in The GAA

Responding to Racism

GAA Clubs should be open and welcoming to individuals from all backgrounds, religions and populations.

All club members should review the GAA code of behaviour and rules outlining procedures and disciplinary action on racism.

Any racist incidents should be reported and dealt with in a timely manner.

Club members should attend the GAA’s Responding to Racism workshop.

Website Resources

- Sport Against Racism Ireland (SARI)
- Irish Networks Against Racism (INAR)
- DCU Centre of Excellence for Diversity & Inclusion
- Irish Traveller Movement (ITM)
- Transgender Equality Network Ireland (TENI)
- www.belongto.org
- Cara - Friend
- The Rainbow Project

Steps to Reporting an Incident

- In a match referees to record the incident in their report from all witnesses
- Report to the club and deal with any incidents at club level first
- Report to the Club Children’s Officer for incidents involving individuals under 18
- Unresolved issues to be referred to County Board, then Provincial Council and National Disciplinary Committee respectfully

Contact Information

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Sport Against Racism Ireland (SARI)
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REPUBLIC OF IRELAND

- [https://www.irepos.ie/](https://www.irepos.ie/)
- Irish Racist Incident Reporting System

NORTHERN IRELAND

- Police Service NI
- [https://www.psoni.police.uk/crime/hate-crime/reporting-a-hate-crime/](https://www.psoni.police.uk/crime/hate-crime/reporting-a-hate-crime/)

Reporting Online

Irish Networks Against Racism
Irish Traveller Movement (ITM)
Transgender Equality Network Ireland (TENI)
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WHERE WE ALL BELONG
We have gathered some guidance that will hopefully give you the tools and confidence to help eliminate racism. This advice has been gathered from multiple Irish and international sources.

**Anti Racism Tips**

- **Be an ally, model inclusion, compassion, and respect for others**
  Avoid making negative statements about any racial, ethnic, or religious group. Ask how you can be of assistance and if they require support.

- **Don't spread misinformation**
  Providing accurate information about people, events, and culture is important. If you are unsure about the authenticity or accuracy of something you are about to share, perhaps try to verify.

- **Avoid stereotyping people or countries**
  To avoid creating prejudice and mistrust, don’t focus on someone’s nationality, ethnicity, or appearance.

- **Stand up**
  Where appropriate, intervene to stop any type of harassment or bullying. Speak up when you hear, see, or read discriminatory comments. Often people do not respond because they do not want to be a target of abuse themselves. However, standing up to racism can be a powerful sign of support. It can also make the perpetrator think twice about their actions.

**Anti Racism Tools**

- **What is Racial Harassment?**
  Look at [INAR Racism PDF](#) outlining what constitutes racial harassment, some examples and why you should act. As well as some practical steps of what you can do.

- **Support. Record. Report.**
  **Support:** Support the victim during and after the attack, ask them if they are okay, make sure they know they are not alone. They will be feeling a range of emotions, fear, anger, embarrassment etc. Ignore the attacker but do not be a bystander.
  **Record:** If you can, record the attack on a phone. It helps to be able to hold people to account. As soon as you can take notes of the time and place, as well as details of the incident in as much details as possible.
  **Report:** Report the attack to the authorities. Call the guard or alert whomever may be around. Do not let it slide.

- **Respond to racist behaviour**
  If you see racist behaviour in public, say something if it feels safe to do so. If it does not feel safe to say something, try and support the target of the abuse by sitting next to them and checking if they are ok. Report the incident to someone, e.g. venue security guard and call the guards. Use 999/112 if you think that you or someone else is in danger. Victims and witnesses of racist incidents can also report on iReport.ie, an Irish Online Racist Incident Reporting system. Other ways to report racist incidents;
  - **Online/Social Media:** Most social media platforms can deal with offensive content, so report any racist material you see.
  - **Websites:** You can make a complaint to the Irish Network Against Racism, Human Rights Commission or to the guards.
  - **At a Match/Training:** If you see racism directed towards a player, referee or team-mate, support them and encourage them to complain. Sports clubs will have a policy for dealing with bullying.

**Additional Support**

**Mental Health**

If you are feeling stressed and would like support, the [GAA Community and Health website](#) has resources for looking after your mental health and wellbeing. We have also listed some key contact numbers below.

- **Samaritans:** 116 123
- **INAR:** 01 889 7110

**ONLINE**

If you experience or see racism online you can also report to IReport.ie. See their website [IREPORT.IE](#) for further details.

**WHEN RESPONDING, ALWAYS ASSESS THE SITUATION AND NEVER PUT YOURSELF AT RISK. YOUR ACTIONS DO NOT NEED TO INVOLVE CONFRONTATION**