

WOMEN IN FOOTBALL



Anonymous Survey Quotes, 2016 (Embargoed until 9.15am, Tuesday 8th March)

CAPTURING A WIDE VARIETY OF EXPERIENCES FROM ACROSS THE GAME

"Sexist incidents occur daily due to the culture of the environment we work in."

"There are far too many sexist incidents to describe. It's endemic."

"A teenage female referee who had to travel to games with an older male official was sexually harassed, with inappropriate touching, on the journey. He told her that there was no point complaining because she was so young no one would believe her. The referee was afraid for her career."

"I've been subjected to sexist taunts from colleagues, sent sexually provocative texts on a matchday, and not supported in any way by my superiors when I complained. The situation became so unbearable I had to leave my job."

"My sexuality was questioned by the manager."

"A senior board member suggested that I could not be taken seriously within the game as a woman, and offered to step in to help. I ignored this offer and did just fine."

"A young woman of colour was bullied. I reported it and the offender was sent on one of these "educational courses" - escaping all sanctions. It must cost our organisation thousands of pounds each time we fail to confront these issues properly."

"A senior football manager described a female football reporter as a "dyke"."

"Colleagues made jokes about "lesbians" in relation to women working in football. It was reported, but swept under the carpet by their manager."

"One of the most senior individuals in our organisation attempted to sexually harass a young female. When I lodged a formal complaint, I was told by another senior official to drop it, "or else.""

"There's a problem with sexism in the game when women are not allowed in the tunnel to perform their professional roles."

"The men's game has too many old boys on committees across the country. Nothing will change until there is better gender balance."

NOT REPORTING SEXISM

"I never reported what I saw as I knew nothing would be done about it. I also worried that I would be viewed as 'too precious' for finding it offensive/sexist."

"I'm scared to report it because I have no confidence in the reporting system. I would be reporting to a board of predominantly white male heterosexuals who have no idea about equality. It is a closed

shop and the person in question will be protected, so I would just be wasting my time.”

“I tried to encourage the individual to take action, I said that I thought the incident was wrong, but they felt that any action or reporting of it would be detrimental to their job and future career prospects.”

“I didn’t report it, my boss was the perpetrator so there was no avenue to report to without personal negative consequences.”

MOTHERHOOD

“Being informed from my direct superior that my CEO only said one sentence when he was told that I was pregnant: "Fire her!"”

“A new mother who wished to return to work after maternity leave was bullied into accepting reduced hours in order that a male colleague could increase their working hours.”

“I was bullied, refused an employment contract and offered a demotion on returning to work after maternity leave. I reported the problem to a very senior person in the organisation, who told me that I should expect this as part of football’s working culture.”

“I was told by a male colleague that if I had a child I could not come back to do my job full time.”

PAY DISCRIMINATION

“I reported bullying. I did not officially report pay discrimination, but I should have.”

AGEISM

“Because of my age my FA coach mentor says he doesn't believe I am competent to coach, despite my qualifications.”

“Often at work my age is referred to a lot, however my male counterparts of a similar age do not get challenged for the same.”

“As a woman over the age of 40, I generally feel 'invisible' in this industry.”

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