

**The Football Association Discipline Commission**

**(on behalf of Gloucestershire FA)**

**In the Matter of**

**Jordan Measures (Leonard Stanley Sunday FC)**

=====

**Reasons for Discipline Commission decision Monday 12<sup>th</sup> December 2016.**

The Discipline Commission members were Brian M. Jones (Chairman), Michael Cloherty and Vivienne Aiyela appointed by The Football Association.

Mr Richard Cooper of Manchester FA acted as Secretary to the Commission.

The hearing was conducted by WebEx on Monday 12<sup>th</sup> December 2016.

The following is a record of the salient points which the Discipline Commission considered and is not intended to be and should not be taken as a verbatim record of the hearing.

**CHARGES:**

**Charge 1:**

By a Misconduct Charge Notification of the 16<sup>th</sup> November 2016 Mr Jordon Measures was charged with misconduct for breaches of FA Rule E3 in respect of the fixture Leonard Stanley Sunday FC v Rising Star FC played on the 9<sup>th</sup> October 2016.

It was alleged that during the match, he used abusive and/or insulting words towards a Rising Star player contrary to Rule E3(1) and which included a reference to ethnic origin and/or race and/or nationality within the meaning of Rule E3(2).

It was noted that should the Commission find any breach of Rule E3(1) proved which includes a reference to ethnic origin and/or race and/or nationality, then the Commission shall consider the imposition of an increased sanction of a 5 match suspension, £75 fine and instruction to attend an FA Equality Education course.

**Charge 2:**

FA Rule E3(2) – Improper Conduct – aggravated by a person’s Ethnic Origin, Colour, Race, Nationality, Faith, Gender, Sexual Orientation or Disability.

- 1.** The detail of the charge was that Mr Measures was alleged to have said to a member of the opposition Bobat Idris who was acting as a linesman *“I would like to lamp you out you paki cunt”*.

2. Mr Measures denied the charge and confirmed that he wished the case to be dealt with in his absence and requested that any correspondence he had submitted be considered by the Discipline Commission.
3. It must be made perfectly clear from the outset that the Discipline Commission were not charged with deciding whether Mr Measures was or was not racist.

**HEARING:**

4. The members of the Commission had before them a bundle of documents which they had read before convening. No useful purpose would be gained by describing in these Reasons each document as that would add to the writer's typing and the readers reading, suffice it to say that the bundle consisted of the following: Check sheet; Misconduct Charge Notification dated 16<sup>th</sup> November 2016; Email from Ilyas Mehter of Rising Star FC dated 13<sup>th</sup> October 2016; Email from Bobat Idris dated 12<sup>th</sup> October 2016; Report by Referee Alan Overthrow dated 14<sup>th</sup> October 2016; Email from Anis Kara dated 13<sup>th</sup> October 2016; Email from Uzair Bhaiyat dated 9<sup>th</sup> November 2016; Email from Roger Merrett dated 31<sup>st</sup> October 2016 including statement from Jordon Measures; Reply Form dated 26/27<sup>th</sup> November 2016 and undated letter from Jordan Measures.
5. The Football Association and County Football Associations take matters of this nature very seriously. For someone to be abused as alleged is a serious matter and equally so for someone to be accused of such behaviour.

**BRIEF SUMMARY OF THE EVIDENCE:**

6. The incident in question is reported by the Referee as follows, inter alia:

*"As I blew my whistle to end the game, I became aware of an altercation on the goal line between Idris Bobat, the Rising Star linesman (who had also played in the game) and Jordan Measures of Leonard Stanley.....It became apparent from what I was hearing that the (sic) Idris Bobat was alleging that he or one of his players had been racially abused by Jordan Measures. Although I cannot remember the exact words that were allegedly used, I can confirm that the alleged words did include the word "Paki"....."*

7. That evidence was confirmed by Messrs Bobat, Kara, and Bhaiyat.

**ON BEHALF OF THE DEFENCE:**

**ROGER MERRETT:**

8. Mr Merrett is the Secretary of Leonard Stanley Sunday FC but was not at the match in question.
9. The first he knew of any incident was when it was raised by the County FA.

### **JORDAN MEASURES:**

10. Mr Merrett included in his email of the 31<sup>st</sup> October 2016 a statement by Jordon Measures which denied any racial allegations made against him.
11. He stated that he was positive the referee didn't hear any racial comment being made because there wasn't any.
12. He confirmed that he is not racist in any shape or form and stated that he has a black brother in law and niece.
13. He felt distraught from the charge and was upset that he was being accused of being racist.
14. He went in to say that he felt the witnesses that have been used were irrelevant and that he had players who can prove that nothing was said.
15. His final comment was as follows: *"I would not want to inconvenience these people but will do if it is a must to put a stop to this nonsense"*.
16. That said Mr Measures, somewhat surprisingly, not only elected not to have a personal hearing but did not submit any written evidence to assist his denial.
17. That of course is his right and he is perfectly entitled to take that course of action.

### **CONCLUSION:**

18. We reminded ourselves that the standard of proof is the civil standard of the 'balance of probability'. That means the Discipline Commission is to be satisfied, on the available evidence that the incident was more likely than not to have occurred. Put simply we had to weigh up the evidence before us and decide which version was most probably true.
19. The allegations made were, to a certain extent, corroborated by the evidence of the referee.
20. The members of the Commission were unanimous that on the balance of probability, after considering all the available evidence that the comments alleged to have been made by Mr Measures were in fact made.
21. Therefore the charge under FA Rule E3 was proven and as there was clearly an aggravating factor the charge under FA Rule E3(2) was also proven.

### **MITIGATION:**

22. We were pleased to hear that Mr Measures had no previous record of misconduct of this nature.
23. We had no mitigation before us, just the strong denial.

### **SANCTION:**

24. Mr Measures is to be warned as to his conduct.

25. In accordance with FA Rule E3(2) Mr Measures will be immediately suspended from all football and football activity until such time as his registered club have completed five (5) matches in approved competitions.

26 Mr Measures be fined the sum of £75.

27 Mr Measures to attend a suitable Education course (FA Rule E3(9)) within the next 4 months or be suspended sine die, details of which will be provided to him by The Association.

28 Five disciplinary points be awarded.

29 This decision is subject to the relevant Appeal Regulations.

Brian M. Jones (Chairman).

Michael Cloherty

Vivienne Aiyela

Monday 12<sup>th</sup> December 2016.