



ENGLAND BOXING

-and-

Mr JUMBO BASI

DISCIPLINARY PANEL DECISION
DETAILED REASONS

Introduction/Background

1. This is the full reasons written Decision of the Disciplinary Panel of England Boxing following on from the short form version of the Decision dated 23 November 2021. This was pursuant to a Hearing on 16 November 2021 convened to deal with alleged breaches of England Boxing Codes and allegations of not acting in the interest of the Sport or England Boxing and/or bringing them into disrepute such allegations arising from a social media message of the Respondent.
2. England Boxing were represented by Charlotte Mitchell-Dunn of Counsel. Mr Basi appeared in person. Mr Gordon Valentine from England Boxing was present as the Responsible Person appointed in accordance with paragraph 26 of the England Boxing Disciplinary Procedure (the "Disciplinary Procedure") governing the proceedings. The Panel comprised Tim Ollerenshaw (Chair), Joan Stevenson and Donna Bartley.
3. The Hearing took place by way of Zoom conference call.

Charges & Case Hearing

4. By letter dated 7 September 2021 Jumbo Basi was charged by England Boxing as follows: -

"On or around 16th March 2021, on a WhatsApp group entitled London R&J's Group you made the comment "useless females..."

The comment was offensive and/or sexist in nature.

Through your actions you have:

- (i) Acted contrary to the England Boxing Equity Policy;**
- (ii) Acted contrary to the England Boxing Code of Conduct;**
- (iii) Not acted in the interests of the sport or of England Boxing;**
- (iv) Brought the sport or England Boxing into disrepute.”**

5. The Respondent had sent in two emails dated 23 March 2021 in response to the statement forming the basis of the complaint in the case. At the beginning of the Hearing, Ms Mitchell-Dunn on behalf of England Boxing indicated that discussions between the Parties could be developed with a view to assisting resolution of the case and accordingly a short adjournment occurred. Following the adjournment, England Boxing presented the case that the Respondent had accepted the charge. However, he wished to make submissions by way of mitigation. England Boxing noted that its position on sanction was that it was seeking no more than a Reprimand.
6. The charge was formally put to the Respondent and he accepted it.
7. The Panel then heard from England Boxing and the Respondent. England Boxing noted that on an objective test the social media post was offensive and sexist, even if that was not the Respondent's intention (as accepted here). Having accepted the charge, the Panel heard from the Respondent that he had not intended to be offensive and/or sexist. The Panel further heard at some length from the Respondent how the situation had arisen and also about his long association and dedication to the sport and to England Boxing.
8. Both Parties confirmed in accordance with the provisions of Paragraph 31.6.3 of the Disciplinary Procedure that they had had a fair hearing.

Decision and Sanction

9. The Panel accepted that the Respondent had not intended to be offensive and/or sexist. The Panel also acknowledges that the Respondent has shown many years of commitment to the sport and to England Boxing. Taking into account the engagement in the process by the Respondent and his proffered mitigation, the Panel decided that the appropriate sanction should be a Reprimand.
10. In addition, noting the commitment contained in England Boxing's Equity policy to *“establishing the highest level of equity by...providing education and awareness to all participants and employees regarding equity...”*, the Panel decided to Order the Respondent to undertake (and provide interactive feedback upon) by 15 June 2022 a training program (to increase awareness and knowledge around equality, diversity and inclusivity): the exact scope of the training to be communicated to the Parties subsequently.

Panel: Tim Ollerenshaw (Chair)
Joan Stevenson
Donna Bartley

14 December 2021