

Avoca Football Netball Club VILIFICATION & DISCRIMINATION TOLERANCE POLICY		Approval Date:	1 <sup>st</sup> October 2013
		Review Date:	1 <sup>st</sup> October 2014
		Version No:	1
<b>President:</b>	Sign: Bob Farnsworth		
<b>Vice-President:</b>	Sign: Graham Howell		

## **PURPOSE**

### **VILIFICATION & DISCRIMINATION TOLERANCE POLICY**

#### Section 1 – Commitment

The AFNC is committed to an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

The Club is bound by the Racial and Religious Tolerance Act 2001 (Vic), the Racial Discrimination Act 1975 (Cth), and the Equal Opportunity Act 1995 (Vic) (the legislation).

This Policy is consistent with the legislation and the Australian Football League's Rule 30 and the Victorian Football League's Rule 7.3. This Policy is not in substitution of the legislation.

The Club will ensure that this Policy is communicated to spectators and participants of the Club. It will also ensure that participants of the Club receive anti-racial and religious vilification and racial discrimination training on an annual basis.

Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this policy the Club shall ensure that the parties are informed of their rights.

#### Prohibited Conduct

##### **Racial and Religious Vilification**

No person in his/her capacity as a spectator or participant in the League in the course of carrying out his/her duties or functions as or incidental to being a participant in the League shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

##### **Serious Racial and Religious Vilification**

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that he/she knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent or national or ethnic origin.

##### **Racial and Religious discrimination**

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that discriminates, directly or indirectly against another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

##### **Victimisation**

3.4.1 No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimise another person.

3.4.2 A person will victimise another person (the victim) if:

- (a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or
- (b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

## **POLICY BREACH**

In the event that it is alleged that a participant of the AFNC has contravened this Policy an umpire, spectator or participant may within three working days following the day on which the contravention is alleged to have occurred, lodge an incident report form with the Executive Committee.

The Executive Committee will follow the AFNC Incident Management Protocol and/or the MCDFNL's protocols as required.

In the event that it is alleged that a spectator or participant from another Club has contravened this Policy:

**6.1** an Umpire, spectator or participant of the Club may by 5.00pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint in writing with a member of the Executive Committee;

**6.2** The AFNC will lodge the complaint with the MCDFNL Complaints Officer within 2 days of the alleged offence

**6.3** The Club will take no further action once the complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer.