



## ANTI DISCRIMINATION and TOLERANCE POLICY

### Definition

Discrimination may be direct or indirect.

Discrimination means treating or proposing to treat another person less favorably on the basis of a person's race, religion, colour, descent or national or ethnic origin (or physical attributes)

### Rationale

The Officer Junior Football Club (the Club) is committed to an environment which promotes tolerance of all people in a harmonious atmosphere.

### Aim

- To promote antidiscrimination
- To minimize discrimination
- To provide a means of redress for victims of discrimination

### Implementation

- The Club will ensure spectators and participants are aware of this policy and will provide information sessions on a regular basis
- No person involved with the Club should engage in conduct that
  - Offends, humiliates, intimidates, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's physical appearance, race, religion, colour, descent or national or ethnic origin.
  - 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.
  - Discriminates, directly or indirectly against another person on the basis of that person's physical appearance, race, religion, colour, descent or national or ethnic origin.
  - Victimized another person such as subjects or threatens to subject the victim, or a person who acts as a witness.

### Non Compliance Strategy

- Reports of such behaviour should be addressed through the issue resolution procedure.
- If reporting against another club the following should occur
  - An Umpire, spectator or participant of the Club may, by 5.00pm on the first working day following the day of the incident, lodge a complaint in writing to their Club President
  - The President at the club where the complaint was made shall, by 5.00pm on the next working day following the day that the complaint was lodged, forward the complaint to the League's Complaints Officer;
  - The President will take no further action once the complaint has been lodged with the league

This policy was last reviewed and ratified by the Officer Junior Football Club Committee in..... June 2010