Lethbridge Football & Netball Club

Discrimination and Harassment Policy

1.	**Scope**	**2**
2.	**Aims**	**2**
3.	**Member rights and responsibilities**	**3**
	3.1 Additional responsibilities of Committee members	3
4.	**Unacceptable club conduct**	**4**
	4.1 Discrimination	4
	4.2 Bullying	5
	4.3 Sexual harassment	5
	4.4 Victimisation	6
	4.5 Gossip	7
5.	**Merit at Lethbridge Football & Netball Club**	**7**
6.	**Resolving issues at Lethbridge Football & Netball Club**	**7**
7.	**Other relevant Lethbridge Football & Netball Club policies**	**7**
8.	**More information**	**8**
9.	**Review details**	**8**

1. Scope

This policy applies to:

- committee members
- all volunteers, including members, supporters and spectators of the Lethbridge Football & Netball Club
- how Lethbridge Football & Netball Club provides services to club members and how it interacts with other members of the public
- all aspects of volunteering, training and role allocation; rostering; task requirements
- on-site, off-site or duties – wherever and whenever volunteers may be as a result of their assigned Lethbridge Football & Netball Club duties
- treatment of other volunteers, players, and of other members of the public encountered during their Lethbridge Football & Netball Club duties.

2. Aims

Lethbridge Football & Netball Club is committed to providing a safe, flexible and respectful environment for players, volunteers, supporters and spectators free from all forms of discrimination, bullying and sexual harassment.

All Lethbridge Football & Netball Club members are required to treat others with dignity, courtesy and respect.

By effectively implementing our *Discrimination and Harassment Policy* we will create a safe and welcoming community and maintain a positive environment for all involved.

3. Volunteer rights and responsibilities

All Volunteers are entitled to:

- recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- participate free from discrimination, bullying and sexual harassment
- the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised
- reasonable flexibility in volunteer arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs or culture.

All volunteers must:

- follow the standards of behaviour outlined in this policy
- offer support to people who experience discrimination, bullying or sexual harassment, including providing information about how to make a complaint
- avoid gossip and respect the confidentiality of complaint resolution procedures
- treat everyone with dignity, courtesy and respect.

3.1 Additional responsibilities of Committee members

Committee members must also:

- model appropriate standards of behaviour
- take steps to educate and make volunteers and club members aware of their obligations under this policy and the law
- intervene quickly and appropriately when they become aware of inappropriate behaviour
- act fairly to resolve issues and enforce club behavioural standards, making sure relevant parties are heard
- help resolve complaints informally
- refer formal complaints about breaches of this policy to the appropriate complaint handling officer
- ensure individuals who raise an issue or make a complaint are not victimised
- ensure that recruitment decisions are based on merit and that no discriminatory requests for information are made
- consider requests for flexibility in volunteer roles and duties.

4. Unacceptable Club conduct

Discrimination, bullying and sexual harassment are unacceptable at Lethbridge Football & Netball Club and are unlawful under the following legislation:

- *Sex Discrimination Act 1984* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Australian Human Rights Commission Act 1986* (Cth).

Club members (including Committee members) found to have engaged in such conduct might be counselled, warned or disciplined. Severe or repeated breaches can lead to formal discipline up to and including dismissal.

4.1 Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, race or disability.

Discrimination can occur:

Directly, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law (see list below).

> *For example, an individual is harassed and humiliated because of their race*
> *or*
> *An individual is refused playing time because they are female*

Indirectly, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law (see list below).

> *For example, a club requires all volunteers to perform duties without assistance or adjustments, disadvantaging a person with a disability who requires additional support to participate.*

Protected personal characteristics under Federal discrimination law include:

- a disability, disease or injury, including work-related injury
- parental status or status as a carer, for example, because they are responsible for caring for children or other family members
- race, colour, descent, national origin, or ethnic background
- age, whether young or old, or because of age in general
- sex
- industrial activity, including being a member of an industrial organisation like a trade union or taking part in industrial activity, or deciding not to join a union
- religion
- pregnancy and breastfeeding

- sexual orientation, intersex status or gender identity, including gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual
- marital status, whether married, divorced, unmarried or in a de facto relationship or same sex relationship
- political opinion
- social origin
- medical record
- an association with someone who has, or is assumed to have, one of these characteristics, such as being the parent of a child with a disability.

It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future.

4.2 Bullying

If someone is being bullied because of a personal characteristic protected by equal opportunity law, it is a form of discrimination.

Bullying can take many forms, including jokes, teasing, nicknames, emails, pictures, text messages, social isolation or ignoring people, or unfair work practices.

Under Federal law, this behaviour does not have to be repeated to be discrimination – it may be a one-off event.

Behaviours that may constitute bullying include:

- sarcasm and other forms of demeaning language
- threats, abuse or shouting
- coercion
- isolation
- inappropriate blaming
- ganging up
- constant unconstructive criticism
- deliberately withholding information or equipment that a person needs to do their job or access their entitlements
- unreasonable refusal of requests for leave, training or other workplace benefits.

Bullying is unacceptable in Lethbridge Football & Netball Club.

4.3 Sexual harassment

Sexual harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look
- sexually suggestive behaviour, such as leering or staring
- brushing up against someone, touching, fondling or hugging

- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated unwanted requests to go out
- requests for sex
- sexually explicit posts on social networking sites
- insults or taunts of a sexual nature
- intrusive questions or statements about a person's private life
- sending sexually explicit emails or text messages
- inappropriate advances on social networking sites
- accessing sexually explicit internet sites
- behaviour that may also be considered an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour.

Sexual harassment is covered in the workplace when it happens at work, at work-related events, between people sharing the same workplace, or between colleagues outside of work.

All staff and volunteers have the same rights and responsibilities in relation to sexual harassment.

A single incident is enough to constitute sexual harassment – it doesn't have to be repeated.

All incidents of sexual harassment – no matter how large or small or who is involved – require employers and managers to respond quickly and appropriately.

Lethbridge Football & Netball Club recognises that comments and behaviour that do not offend one person can offend another. This policy requires all staff and volunteers to respect other people's limits.

4.4 Victimisation

Victimisation is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity law, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation. Victimisation is against the law.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

Victimisation is a very serious breach of this policy and is likely (depending on the severity and circumstances) to result in formal discipline against the perpetrator.

Lethbridge Football & Netball Club has a zero-tolerance approach to victimisation.

4.5 Gossip

It is unacceptable for members at Lethbridge Football & Netball Club to talk with other committee members, volunteers or parents about any complaint of discrimination or harassment.

Breaching the confidentiality of a formal complaint investigation or inappropriately disclosing personal information obtained in a professional role (for example, as a manager) is a serious breach of this policy and may lead to formal discipline.

5. Merit at Lethbridge Football Netball Club

All recruitment of volunteer roles at Lethbridge Football & Netball Club will be based on merit – the skills and abilities of the candidate as measured against the inherent requirements of the position – regardless of personal characteristics.

It is unacceptable and may be against the law to ask volunteers questions, or to in any other way seek information, about their personal characteristics, unless this can be shown to be directly relevant to a genuine requirement of the position.

For example, a person's sexual orientation is irrelevant to their suitability to volunteer in the LFNC community and should not be requestioned; however, the club can require a valid Working with Children Check (WWCC) where applicable to meet its child safety and legal obligations.

6. Resolving issues at Lethbridge Football & Netball Club

Lethbridge Football & Netball Club strongly encourages any member who believes they have been discriminated against, bullied, sexually harassed or victimised to take appropriate action by contacting Scott Fitzgerald- LFNC President – 0420 294 106

Staff who do not feel safe or confident to take such action may seek assistance from Caity Lane- LFNC VP – 0409 709 011, or Mistral Foster-Owens- LFNC Secretary- 0403 472 114 for advice and support or action on their behalf.

7. Other relevant Lethbridge Football & Netball Club policies

Members, especially managers and supervisors, are encouraged to read this policy in conjunction with other relevant Lethbridge Football Netball Club policies, available via the website - *INSERT WEBSITE HERE*

8. More information

If you have a query about this policy or need more information, please contact:

Scott Fitzgerald – LFNC President – 0420 294 106

Caity Lane – LFNC Vice President – 0409 709 011

Mistral Foster-Owens – LFNC Secretary – 0403 472 114

9. Review details

This policy was adopted by Lethbridge Football & Netball Club on [insert date]

This policy was last updated on [insert date]