



## Anti-Racism Policy

The St Albans Saints Soccer Club opposes all forms of harassment, discrimination and bullying.

Racism takes many forms and can happen in many places. It includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

People often associate racism with acts of abuse or harassment. However, it doesn't need to involve violent or intimidating behaviour. Take racial name-calling and jokes. Or consider situations when people may be excluded from groups or activities because of where they come from. Studies show that experiencing racism has profound effects on people's health and welfare. The effects can include feelings of sadness and anger, even anxiety and depression. The regular experience of racism can lead to people withdrawing from work or study, and diminish their quality of life. To dismiss claims of racism as just banter is to use football as a shield for prejudice. It is deeply disturbing that this kind of racism may influence whether a player decides to take the field for one match or is forced out of the game for good.

The St Albans Saints Soccer Club is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

[Football Federation Australia - National Member Protection Policy](#)

[VicHealth Bystander action of preventing race-based discrimination](#)

[Football Victoria and VicHealth](#)