



Doveton Eagles Football Club

RACIAL AND RELIGIOUS TOLERANCE POLICY

IT IS HEREBY AGREED UPON BY THE COMMITTEE OF MANAGEMENT OF DOVETON EAGLES FOOTBALL CLUB INC THAT THE FOLLOWING INFORMATION BE DECLARED THE FORMAL POLICY PERTAINING TO RACIAL AND RELIGIOUS TOLERANCE FOR DOVETON EAGLES FOOTBALL CLUB INC.

1. AUTHORISATION

This policy was adopted by the Doveton Eagles Football Club Committee of Management on 2nd of March, 2012, and is effective from this date forward.

2. PURPOSE AND SCOPE

The purpose of this policy is to state the Doveton Eagles Football Club's commitment 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. This policy applies to Club players and members and the Committee will ensure that this Policy is communicated to spectators and participants of the Club. Where possible, participants of the Club will receive anti-racial and religious vilification and racial discrimination training or information on an annual basis. A copy of this policy will be placed on the Club's website and in the Club's Policy Folder.

3. BACKGROUND AND LEGISLATION

This Club is bound by the Racial and Religious Tolerance Act 2001 (Victoria), the Racial Discrimination Act 1975 (Commonwealth), and the Equal Opportunity Act 1995 (Victoria) (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 and nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation.

4. DEFINITIONS

Complaints process: refers to procedure outlined in sections 6, 7 and 8 of this Policy. **Detriment:** includes humiliation and denigration.

Discrimination: means for the purpose of this Policy, conduct based on a person's race, religion, colour, descent or national or ethnic origin. Discrimination may be direct or indirect. Direct discrimination means treating or proposing to treat another person less favourably on the basis of a person's race, religion, colour, descent or national or ethnic origin. Indirect discrimination means imposing or intending to impose a requirement that a person of a particular race, religion, colour, descent or national or ethnic origin cannot comply with, but Doveton Eagles Football Club - Racial and Religious Tolerance Policy 2 of 5

which a higher proportion of people without that attribute (or with a different attribute) can, when it is not reasonable in the circumstances to do so. **Engage in conduct:** includes use of the internet or e-mail to publish or transmit statements or other material. **League:** Southern Football League. **Participant:** includes a player, director, officer and employee, volunteer to an agent of a Football Club that participates in the League. **Spectator:** is a person that attends a football game or event conducted by a Club or the League.

5. PROCEDURES, KEY RESPONSIBILITIES AND AUTHORITIES

The following conduct is prohibited for Committee Members, Coaches and Support Staff/Volunteer helpers, Players, Participants and Spectators:

- **Racial and Religious Vilification:** No person 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, contempt's, 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 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 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:** No person 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. A person will victimise another person (the victim) if:
 - 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
 - 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.

The Club is responsible for: The Club may be vicariously liable for conduct engaged in by a participant which if found to have contravened this Policy, if the Club is unable to establish that it took reasonable precautions to prevent the participant from engaging in that conduct. Doveton Eagles Football Club - Racial and Religious Tolerance Policy 3 of 5

The President is responsible for:

- Ensuring the Club appoints and announces a Club Complaints Officer to handle any queries, complaints or breaches relating to this Policy.
- Acting as the senior decision-maker in the Club's complaints process. Therefore, should the President be absent for a significant period, he/she must nominate a person to act on his/her behalf should the process need to be enacted.

The Club's Complaints Officer is responsible for:

- Ensuring that any breach of this Policy is responded to in an equitable and prompt manner.

Procedure for handling confidentiality and records:

- Confidentiality must be maintained throughout the complaints process. All parties to a complaint, the President (or Delegate), the Club's Complaints Officer, any witnesses and the Conciliator must all agree, in writing, to the maintenance of confidentiality. No person involved in the complaints process shall publicly comment on any aspect of the complaints process without the prior written agreement of all parties.
- The Club shall ensure that any documents relating to a complaint shall remain confidential and be retained for seven years from the date that the complaint is made.

Procedure for inter-club breach of the policy: In the event that it is alleged that a spectator or participant from another Club has contravened this Policy:

- 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 the Complaint's Officer of the Club;
- The Club's Complaints Officer where the complaint was made shall, by 5.00pm on the next working day following the day that the complaint was lodged with the Club, lodge the complaint with the League's Complaints Officer;
- The Club's Complaints Officer will take no further action once the complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer.

Procedure for intra-club breach of the policy: In the event that it is alleged that a participant of the Club has contravened this Policy an Umpire, spectator or participant 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 the Club's Complaints Officer. Doveton Eagles Football Club - Racial and Religious Tolerance Policy 4 of 5

Procedure for managing intra-club complaints: The Club's Complaints Officer shall:

- Make every effort to ensure that confidentiality is maintained at all times during the complaints process and that the outcome of the complaints process remains confidential; and any breach of confidentiality is referred to the appropriate League's Tribunal no later than 5pm on the next working day following the day that the breach was discovered.
- Inform the person alleged to have contravened the Policy (the respondent) of the complaint and provide the respondent with an opportunity to respond to it.
- Inform only the President of the Club or Nominee, that a complaint has been received by the Complaints Officer.
- Obtain written statements from any witnesses identified by both parties to the complaint, and, where available, obtain any other evidence.
- Arrange for the complaint to be conciliated, by an independent conciliator agreed upon by both parties.
- Take all steps necessary for the complaint to be conciliated within five working days from the day on which the incident is alleged to have occurred;
- Refer the complaint to the appropriate League's Tribunal when the complainant informs the Complaints Officer that the matter has not been resolved through conciliation. The Complaints Officer will if requested by the complainant, take all steps necessary for the complaint to be referred to appropriate League's Tribunal within five working days from when the conciliation failed; directly when a respondent has previously taken part in conciliation as a respondent of a complaint; when both the Club's Complaints Officer and President have determined that the complaint was lacking in substance and was made vexatiously; when both the Club's Complaints Officer and President determine that under sections 24 or 25 of the Racial and Religious Tolerance Act 2001 (Victoria) the complaint could be considered as "serious", he/she will take all steps necessary for the complaint to be referred to the appropriate League's Tribunal within five working days from the day on which the incident is alleged to have occurred.
- Ensure that any time limit referred to in this Policy may be extended by the Club if in the opinion of the President of the Club it is just and equitable to do so.
- Ensure that where a matter is resolved by conciliation the only public statement that shall be made shall be agreed to by both parties to the complaint and the Club's President and that the terms of any settlement are finalised to the satisfaction of the complainant and respondent and signed by the parties and the conciliator.

6. RESOURCES AND SUPPORT

- Racial and Religious Tolerance Act 2001 (Victoria), the Racial Discrimination Act 1975 (Commonwealth), and the Equal Opportunity Act 1995 (Victoria)
- Australian Football League's Rule 30 and the Victorian Football League's Rule 7.3.
- Southern Football League (www.sfl.com.au).

7. REVIEW DATE AND EVALUATION

This policy shall be reviewed by the Committee of Management by April, 2012. In order to improve the effectiveness of this policy, the review process will involve consideration of any inconsistent application of the policy, assess whether the policy has satisfactorily resolved issues covered by the policy, consider feedback or complaints by coaches, team managers and parents, changed circumstances and difficulties in implementing the policy.

I, agree that I have read this document and by signing it this document I agree to all requirement and understand the consequences of any breaches.

Signature:

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Date: / / 2012