



OMEEO DISTRICT FOOTBALL LEAGUE INC.

Aussie Rules From the Alps to the Sea

AOO48163R

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OMEEO DISTRICT FOOTBALL LEAGUE RACIAL AND RELIGIOUS TOLERANCE POLICY

1 Prohibited Conduct

1.1 Vilification & Discrimination

No League Participant or Club Official shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

race;

religion;

gender;

colour;

sexual preference, orientation or identity; or

special ability or disability.

2 Appointment of League Complaints Officer/s & Club Complaints Officer

2.1 The League shall appoint a League Complaints Officer/s to ensure that any breach of this Policy is responded to in an equitable and prompt manner in accordance with this Policy.

2.2 The League shall ensure that all Clubs have a Club Complaints Officer to whom all vilification and discrimination Complaints are directed.

2.3 The League Complaints Officer/s is responsible for liaising between Club Complaints Officers, in the case of an Inter-Club Complaint, or with a single Club Complaints Officer, in the case of an Intra-Club Complaint, in an attempt to achieve Informal Resolution of the Complaint.

2.4 The Club Complaints Officer and the League Complaints Officer/s shall liaise directly over incidents which in the reasonable opinion of the Club Complaints Officer or League Complaints Officer/s are contrary to Section 1.

3 Preliminary Resolution Process

3.1 In the event that it is alleged that a person subject to section 3.1 has engaged in Prohibited Conduct, a Participant may by 5.00pm on the first working day following the day on which the Prohibited Conduct is alleged to have occurred, lodge a Complaint with the Club Complaints Officer.

3.2 In the case of an Inter-Club Complaint, the Club Complaints Officer where the Complaint was made shall by 5.00pm on the next working day following the day on which the Complaint was lodged with the Club, lodge the Complaint with the League's Complaints Officer. The Club Complaints Officer shall take no further action once the Complaint has been lodged with the League unless otherwise instructed by the League's Complaint's Officer. In the case of an Inter-Club Complaint, the League Complaints

Officer/s shall take reasonable steps within the next three (3) days following the day on which the Complaint was lodged with the League Complaint Officer/s to achieve an Informal Resolution if, in the reasonable opinion of the League Complaints Officer/s, the Complaint is capable of an Informal Resolution.

3.3 In the case of an Intra-Club Complaint, the Club Complaints Officer shall take reasonable steps within the next three (3) days following the day on which the Complaint was lodged with the Club to achieve an Informal Resolution if, in the reasonable opinion of the Club Complaints Officer, the Complaint is capable of an Informal Resolution. If an Informal Resolution is not achieved or it is reasonably believed that the Complaint is incapable of an Informal Resolution, the Club Complaints Officer shall as soon as is reasonably practicable lodge the Complaint with the League's Complaints Officer. The Club Complaints Officer shall take no further action once the Complaint has been lodged with the League unless otherwise instructed by the League's Complaint's Officer.

3.4 In circumstances where in the reasonable opinion of the League Complaints Officer/s a Complaint cannot be resolved by way of Informal Resolution, the League Complaints Officer/s shall proceed to Conciliation in accordance with section 5 below.

4 Confidentiality and Records

4.1 Confidentiality must be maintained throughout the Complaints Process. All parties to a Complaint, the League's Complaints Officer, the Club Complaints Officer, any witnesses and the conciliator must all agree 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.

4.2 The League shall ensure that any documents relating to a Complaint shall remain confidential and be retained for 7 years from the date that the Complaint is made.

5 Conciliation Process

5.1 The League Complaints Officer/s shall:

5.1(a) make every effort to ensure that:

5.1(a)(i) confidentiality is maintained at all times during the Complaints Process and that the outcome of the Complaints Process remains confidential;

5.1(a)(ii) any breach of confidentiality is referred to the League Tribunal no later than 5pm on the next working day following the day that the breach is discovered, with the Tribunal to be convened within 7 days from the day on which the referral is made;

5.1(b) the person alleged to have contravened the Policy is informed of the Complaint, the Complaint Process and provide that person with an opportunity to respond to the Complaint;

5.1(c) the President or CEO of the League or his or her Nominee is informed that a Complaint has been received by the League Complaints Officer/s;

5.1(d) statements are obtained from any witnesses identified by the parties to the Complaint;

5.1(e) where available, obtain any other relevant evidence;

5.1(f) any witness statements or any other evidence obtained in the course of conciliating a Complaint is made available to both parties, with an opportunity to comment, as part of the Conciliation process;

5.1(g) a conciliator is appointed to conciliate the Complaint; and

5.1(h) all steps necessary for the Complaint to be conciliated are taken within 10 working days from the day on which the Prohibited Conduct is alleged to have occurred.

5.2 Participants subject to Conciliation who are under 18 years of age must be accompanied at the Conciliation by a Club Official over 18 years of age.

6 Investigation

6.1 In circumstances where a Complaint is not resolved in accordance with section 7 above, the League Complaints Officer/s may refer the matter to an Investigation Officer to investigate aspects of the allegation or circumstances surrounding the Complaint which, in the reasonable opinion of the League Complaints Officer/s, require further investigation to resolve the Complaint.

6.2 The Investigation Officer shall report to the League Complaints Officer/s on any information or evidence obtained in accordance with 8.1. Any information or evidence obtained by the Investigation Officer and provided to the League Complaints Officer/s shall be provided to all parties to the Complaint as part of the Complaint Process.

7 Tribunal Referrals, Process & Appeal

7.1 Following an investigation under section 8, if any, or following a failed Conciliation under section 7, the League Complaints Officer/s may refer the Complaint to a League Tribunal for determination. The League Complaints Officer/s shall take all steps necessary to make a decision about the referral of the Complaint to the League Tribunal as soon as is reasonably practicable.

7.2 The League Tribunal will be constituted in accordance with the rules and regulations of the League and the League shall determine who is responsible for prosecuting the Complaint at the Tribunal.

7.3 Where the referral to the League Tribunal is made pursuant to this section 9.1 of this Policy, the Tribunal will hear the Complaint within 5 working days of the Complaint referral being made.

7.4 The League Tribunal has the power to order any reasonable penalties or directions for breaches of this Policy as are allowable under the rules and regulations of the League in force at the time of the hearing.

7.5 Where a party to a Complaint is unsatisfied with the decision made by the League Tribunal, they may ask the Club's Officer to request that the League establish a panel to hear an appeal from the decision in accordance with the League's appeal regulations.

8 Club Liability

8.1 If found to have contravened this Policy a Club may be vicariously liable for Prohibited Conduct engaged in by a Participant connected to the Club if the Club is unable to establish that it took reasonable precautions to prevent the Participant from engaging in that Prohibited Conduct.

AFL Victoria Conciliator Training

Prior to the start of the season there will be conciliator training conducted through AFL Victoria for all metropolitan and country areas. This training will be conducted through the Equal Opportunity Commission.

Leagues will be informed of this process once it is determined.

Policy Commencement

This Policy was passed by League's Delegates on 4th February 2013 and will take effect from 4th February 2013.