

MACQUARIE FOOTBALL LIMITED A.C.N. 050 293 153

NEWCASTLE FOOTBALL LIMITED A.C.N. 052 054 163

HUNTER VALLEY FOOTBALL INCORPORATED

ANTI – DISCRIMINATION POLICY

Issued by the Joint Board of Directors of Macquarie Football Limited, Newcastle Football and Hunter Football Incorporated.

Issued **February 2012**

Review February 2013

POLICY ON ANTI-DISCRIMINATION

1.0 CODE

1.01 EQUAL OPPORTUNITY

The Zone Associations and Members (Clubs) are equal opportunity employers. This means all employees, officials, volunteers and players are treated individually on merit, without regard to race, age, sex, marital status or any other factor not applicable to the position.

Employees, officials, volunteers and players are valued according to how well each performs his/her duties and his/her ability and enthusiasm to maintain a standard of performance and service.

1.02 POLICY STATEMENT

The Zone Associations and Members do not tolerate any form of discrimination. All employees, officials, volunteers and players have the right to work and play in an environment free of discrimination and harassment.

2.0 PRINCIPLES OF ANTI-DISCRIMINATION

2.01 Under Federal and State/Territory Anti-Discrimination Laws, discrimination in employment (including use of volunteers) on the following grounds is against the law:

- * sex
- * pregnancy
- * age
- * impairment
- * political belief and activity
- * trade union activity
- * lawful sexual activity
- * marital status
- * parental status
- * race
- * religion
- * criminal record
- * social origin

2.02 Sexual harassment is also against the law – refer to separate Policy on this.

2.03 Managers, coaches, officials and administrators must ensure that all employees, officials, volunteers and players are treated equitably and are not subject to discrimination; they must also ensure that any person who makes a complaint, or any witness to the action that is the subject of the complaint, is not victimized in any way.

2.04 Any reports of discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially. A written complaint is not required.

- 2.05 Disciplinary action shall be taken against any person who discriminates; this disciplinary action may involve a warning, transfer, counselling, demotion or dismissal, depending upon the circumstances.

3.0 DISCRIMINATORY ACTIONS

- 3.01 Discrimination occurs when a person is treated unfavourably because of one of his/her personal characteristics.
- 3.02 Discrimination may involve any of the following although the list is not exhaustive:
- * offensive 'jokes' or comments about another person's racial or ethnic background, sex, sexual preference, age, disability or physical appearance.
 - * display of pictures, computer graphics or posters which are offensive or derogatory.
 - * expression of negative stereotypes of particular groups eg "married women shouldn't be working".
 - * judgment of a person on his/her political or religious beliefs rather than work performance.
 - * use of stereotypes or assumptions to guide decision-making about a person's career.
 - * undermining of a person's authority or work performance because of a dislike of one of the personal characteristics of the person.
- 3.03 Discriminatory actions are unlawful and shall not be tolerated by the Zone Associations and Members under any circumstances.

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