



## HILLS FOOTBALL LEAGUE

### DISCRIMINATION AND RACIAL AND RELIGIOUS VILIFICATION

A person shall not act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, special ability/disability (including without limitation, disease or illness) or sexual orientation, preference or identity.

In the event that any person hears what they interpret to be a racist remark and such person wishes to lodge a complaint, they shall write to The League advising of what was said, by whom and at whom it was directed.

The League shall investigate such complaint, with this commenced at the earliest opportunity.

A person who exhibits racist behaviour shall be liable to any penalty that The League may impose pursuant to the Constitution and Rules and Regulations of The League. Such penalty may include, but not be limited to either / or

- Player suspension;
- A fine;
- Loss of all or some premiership points accrued in the particular grade that the team participates in or in all Grades in which such Member Club participates.

The particulars of a complaint and the conciliation shall

- At all times remain confidential; and
- A person shall not publicly comment on or disseminate to any person information concerning a complaint at any time prior to, during or after the conciliation

Proposed procedure to be adopted and work through –

First effort is to maintain confidentiality as to the persons and Club involved.

All mediation processes are to be conducted in confidence with

1. Ensure the victim is counselled including parents if needed
2. Establish their desired outcome
3. Ensure the offending player is counselled again including parents if needed
4. Seek mediation if required
5. Facilitate points 2, 3 and 4
6. Use processes as established within the
  - Ø *AFL National Vilification and Discrimination Policy and*
  - Ø *AFL Player Rule 30*
7. Advise the accused of further action which is normally education and may also include other forms of penalty such as suspension
8. Then we start a campaign with clubs (via Email) quoting the incident but without identifying the individuals or clubs involved and letting all clubs know what the

expectations are AND what the potential penalties will be in the future for the individuals AND clubs.

#### Process for Investigation:

Given the need for confidentiality and sensitivity re this process, it is proposed on receipt of any complaint:

- The Board will appoint an investigating officer to ensure any breach of this policy is responded to in an equitable and prompt manner in accordance with the policy;
- In the event of a failed conciliation the Board shall refer the complaint to a special Disciplinary Tribunal, formed by the Board for this specific purpose.
- This Disciplinary Tribunal has the power to order any reasonable penalties or directions for breaches of this policy, as may be allowable within rules and regulations in force at the time of the hearing.
- Where a party to a complaint is dissatisfied with the decision made by the special Disciplinary Tribunal, they may request the League to establish a panel to hear an appeal from the decision in accordance with the rules and regulations.

#### Suggestions as to constitution of Panels:

##### Investigating Officer –

President / Vice President / Junior Director / Member of the Board

##### Special Disciplinary Tribunal:

Comprised of a minimum of two (2) members who may be taken from

- The current Board (with recommendation this include either/or President and Vice President.)
- Disciplinary Tribunal members (Commissioners)

##### Disciplinary Tribunal

Current HFL Commissioners sitting as a Disciplinary Tribunal.

Assistance with education and training can be found within the 'Play by the Rules' website.