

TYNTYNDER FOOTBALL NETBALL CLUB

Racial & Religious Vilification Policy

Commitment

The *Tyntynder Football Netball Club (TFNC)* is committed 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.

The Club will ensure that this Policy is communicated to spectators and participants of the Club by publishing on the Clubs website.

Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this Policy the Club shall ensure that the parties are informed of their rights.

Prohibited Conduct

Racial & Religious Vilification

No person in his/her capacity as a spectator or participant in the Club 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 offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies, or insults another person on the basis of that persons race, religion, colour, descent or national or ethnic origin.

Serious Racial & Religious Vilification

No person in his/her capacity as a spectator or participant in the Club 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 persons property because of that persons race, religion, colour, descent or national or ethnic origin.

Racial and Religious Discrimination

No person in his/her capacity as a spectator or participant in the Club 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 persons race, religion, colour, descent or national or ethnic origin.

Victimisation

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimize another person.

A person will victimize another person (the victim) if:

- a) 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
- b) The person assists, requests, induces, encourages or authorizes 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.

Authorised Persons

The Club will appoint a Committee Member as a Protections Officer to ensure that any breach of this Policy is responded to in an equitable and prompt manner.

Complaints Process

Confidentiality must be maintained throughout the complaints process. All parties to a complaint, the President (or Delegate), the Clubs 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.

Clubs Liability

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.

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects community expectations, the policy will be reviewed annually.

Reviewed March 2017

To be reviewed March 2018

