

Inclusion and Anti-Discrimination Policy

Purpose

We believe that everyone should be able to participate in, compete safely and enjoy all aspects of our sport -whoever they are, whatever their role and whatever their background or ability. This extends to our staff, participants, members, volunteers, and supporters.

Policy Statement

All Members should expect to be able to participate in Football free from any form of Discrimination or abuse and for Football to have a culture that celebrates Inclusion and Diversity. When a Member acts in a manner contrary to these expectations, everyone involved in Football should feel comfortable and be encouraged to speak up. They should expect to be able to report such conduct and for all reports and complaints to be treated seriously and handled in a consistent and fair manner.

This Policy forms part of Taroona Football club’s Member Protection Framework. It provides the minimum standards expected with respect to antidiscrimination in Football. It is intended to address matters regarding anti-discrimination, inclusion and diversity within Football. This Policy aims to prohibit any form of Discrimination in Football, to recognise the importance of Inclusion and Diversity in our sport and ensure that a member is able to understand how to report inappropriate or Discriminatory behaviour or conduct. It is also intended to complement and operate in conjunction with any applicable anti-discrimination legislation.

Accordingly, there is a zero tolerance for any form of Discrimination in Football. This Policy is also a part of an ongoing commitment to ensure that our sport is inclusive and celebrates diversity. Any person may report a complaint about a member if they reasonably believe that the Member has engaged in conduct or behaviour that is Discriminatory. This Policy outlines the process for reporting such conduct or behaviour.

What is Discrimination?

There are two forms of Discrimination, direct and indirect.

Direct	Direct Discrimination occurs when an individual is, or group of people (who usually share a protected attribute or characteristic) are, treated, or proposed to be or likely to be treated, unfairly or less favourably than another person or group of people in the same or similar circumstances on the basis of one or more of the personal characteristics or attributes.
Indirect	Indirect Discrimination occurs where a requirement, condition or practice is imposed or proposed to be imposed, that is the same for all individuals or groups of people but which disadvantages, or has a disproportionate effect on, an individual or a group of people (who usually share a protected attribute or characteristic) and the condition, requirement or practice is not reasonable. This type of Discrimination is often referred to as adverse impact Discrimination or

	substantive inequality. For the purposes of determining Discrimination, the intention, awareness or motive are not determinative.
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For the purposes of determining Discrimination, the intention, awareness or motive are not determinative. The characteristics covered by State, Territory and Federal anti-discrimination legislation include, but are not limited to the following:

Discrimination	
Age	Physical features or characteristics
Disability, mental and physical impairment	Membership of association or organisation of f employees or employer's industrial activity or trade union activity
Family/carer responsibilities	Marital status
Sex or gender	Lawful sexual orientation
Gender identity	Irrelevant criminal record
Intersex status	Irrelevant medical record
Political belief/activity	Pregnancy, potential pregnancy and breastfeeding
Profession, trade, occupation, or calling	Race
Religion	Religious belief/activity
Sexual orientation	Social origin or natural extraction
Race	Association with a person who has, or is assumed to have, one or more of the characteristics listed above

The exceptions to State, Territory and Federal anti-discrimination law, including exceptions for sporting activities, include but are not limited to:

- a) holding a competitive sporting activity for a specific age or age group and only permitting age-eligible people to participate in such a competition (e.g. only those who are under the age of 15 years);
- b) excluding people on the basis of their sex and/or gender identity status from participation in a competitive sporting activity where the strength, stamina or physique of competitors is relevant to the specific activity (note that this does not apply to activity by children who are under the age of 12 years); and
- c) not selecting a participant if the person's disability means he or she is not reasonably capable of performing the actions reasonably required for that particular sporting activity.

What is Diversity?

Diversity is the range and combination of peoples' different attributes. Diversity may include, but is not limited to, identity characteristics, such as gender and gender identity, ethnicity, sexual orientation, disability, age and generation, religion and belief, socioeconomic background, family and marital and civil partnership status. These attributes and backgrounds combine uniquely for each individual and contribute to the way they perceive and interact with those around them, and often impact the way that others view and treat them.

What is inclusion?

Inclusion is pro-active behaviours, options and actions to make all people, regardless of their diverse attributes feel welcome, respected, empowered to contribute and have equal access to opportunities in our sport. If Diversity is the broad mix of people participating in our sport, then Inclusion is the process of working to ensure that these people are treated equally and fairly in Football. Being Inclusive means welcoming everyone to our sport, regardless of their diverse attributes. Everyone has the right to be involved and it is beneficial to all when a Football Entity's membership represents and reflects the whole community.

Reporting

Reporting Discriminatory conduct or behaviour is an important mechanism in preventing Discrimination in Football. Members should expect to be able to speak up and to report such incidents, and to be supported. Any person who reasonably believes that they may have witnessed or been the victim of Discriminatory behaviour or conduct that involves a member whom may report it to our Member Protection Information Officer, Committee Members, Coordinators, or Coaches.

Member Protection Information Officer is available to provide support throughout the processes outlined in this Policy. Importantly, no person is to be treated unfairly or victimised for reporting or complaining about discriminatory conduct or behaviour. We may also assist in directing any Member involved with or affected by a Discriminatory incident to external experts who provide counselling and mental health services to offer further support, where appropriate.

You can contact any of the following:

President on president@taroonafc.org

Secretary on Secretary@taroonafc.org

Member Protection Information Officer on memberprotection@taroonafc.org

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Review date	2026
Approver 1	President, Taroon Football Club
Approver 2	Secretary, Taroon Football Club
Owner	President, Taroon Football Club