



Document No: TFNC-PRO-1.4.3
Document Name: Anti-Discrimination Policy
Document Owner: General Manager of Football

Revision No: 1.0



ANTI-DISCRIMINATION POLICY


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Trafalgar Football Netball Club Inc.

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Revision Summary

Document Risk Statement: High


This document will be reviewed on a yearly basis unless a process change occurs earlier than this period.

First Issue	Issue Date	Implementation Requirements
1.0	3/6/2024	Document Created

Version No.	Revision Date	Clause No.	Revision Details	Approved By
2.0				


Document Approval

Approval Position	Name	Signed	Date
General Manager of Football			

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1. Purpose

The Trafalgar Football Netball Club (TFNC) is committed to providing an environment that is inclusive, equitable, and respectful for all members, players, volunteers, officials, supporters, and visitors. This policy aims to ensure that discrimination of any kind is not tolerated within our club.

2. Scope

This policy applies to all individuals involved with TFNC, including but not limited to:


- Players
- Coaches
- Volunteers
- Club officials
- Supporters
- Spectators
- Visiting teams and their supporters

It covers all club-related activities, including games, training sessions, meetings, events, and online interactions.

3. Relevant Legislation

TFNC operates in compliance with Australian legislation designed to protect individuals from discrimination, including:

1. **Racial Discrimination Act 1975 (Cth):** Prohibits discrimination based on race, ethnicity, or national origin.
2. **Sex Discrimination Act 1984 (Cth):** Protects against discrimination on the grounds of sex, gender identity, sexual orientation, marital status, and pregnancy.
3. **Disability Discrimination Act 1992 (Cth):** Ensures individuals with disabilities are treated equally and have access to services and participation opportunities.
4. **Age Discrimination Act 2004 (Cth):** Prohibits discrimination based on age in employment, education, and services.
5. **Equal Opportunity Act 2010 (Vic):** Prohibits discrimination, harassment, and victimization based on attributes including race, sex, age, disability, religion, and more within Victoria.

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6. **Fair Work Act 2009 (Cth):** Prohibits workplace discrimination and promotes equal opportunity.

4. Definitions

- **Discrimination:** Treating someone unfairly or unfavourably based on personal attributes, such as race, gender, disability, age, sexual orientation, religion, or other protected characteristics.
- **Direct Discrimination:** When someone is treated less favourably due to a personal attribute.
- **Indirect Discrimination:** When a rule, policy, or practice applies to everyone but disadvantages a particular group.

Examples of prohibited discrimination include:

- Refusing membership or participation based on race, gender, or other attributes.
- Unequal access to facilities or opportunities.
- Harassment or derogatory comments targeting personal attributes.

5. Our Commitment


TFNC is committed to:

- Fostering an inclusive and equitable environment where all individuals feel welcome and respected.
- Ensuring that decisions about participation, membership, and services are based on merit and fairness.
- Providing education and training to raise awareness about non-discrimination and inclusion.
- Ensuring reasonable adjustments are made for individuals with disabilities

6. Responsibilities

Club Members and Participants

- Treat everyone with respect and fairness, regardless of personal attributes.
- Avoid engaging in or condoning discriminatory behaviour.
- Report incidents of discrimination to a club official or designated representative.

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Coaches and Leaders

- Actively promote an inclusive and equitable culture.
- Address any discriminatory behaviour immediately.
- Ensure decisions regarding team selection, training, and participation are free from bias.

Club Management and Committee

- Develop and enforce policies that support non-discrimination and equal opportunity.
- Provide training and resources to prevent discrimination.
- Investigate and address complaints of discrimination fairly and confidentially.

7. Reporting and Complaints Procedure


Any individual who feels they have experienced or witnessed discrimination can report the matter to:

- A club official (e.g., team manager or coach).
- The club's designated Welfare Officer.

Reports will be handled seriously and confidentially, following the club's grievance resolution process.

Steps in the Complaints Process:

1. Receive and acknowledge the complaint.
2. Conduct a fair and impartial investigation.
3. Take appropriate action based on the findings, which may include education, mediation, or disciplinary measures.
4. Provide feedback to the complainant on the outcome.

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8. Consequence of Breaches

Individuals found to have engaged in discriminatory behaviour may face consequences, including but not limited to:

- Verbal or written warnings
- Suspension or expulsion from the club
- Referral to external authorities, where necessary

9. Continuous Improvement

TFNC is committed to regularly reviewing and updating this policy to ensure alignment with best practices and legal standards.

10. Contact Information

For questions or to report an incident, please contact the TFNC Welfare Officer at [insert contact details].

11. Acknowledgement


By being part of the TFNC community, all individuals agree to uphold this policy and contribute to an inclusive, fair, and respectful environment for everyone.

Approved by: Jamie Marslen, President

Date: 06/12/2024

This policy reflects the club's commitment to equity, inclusion, and compliance with Australian anti-discrimination legislation.

[Type here]

 <p>The logo for Trafalgar Football Netball Club features a red circular emblem containing a stylized sailing ship. Below the emblem, the word "TRAFALGAR" is written in a bold, red, blocky font, with "FOOTBALL NETBALL CLUB" in a smaller, red, sans-serif font underneath.</p>	<p>Document No:</p> <p>Document Name:</p> <p>Document Owner:</p> <p style="text-align: center;">1.0</p> <p>Revision No:</p>
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