



DISCRIMINATION & VILIFICATION POLICY

The Spotswood Football Club Inc. (SFC), is committed to providing and maintaining a safe and healthy environment for all and strengthening the good reputation of Australian rules football, the WRFL football competition and the SFC.

This Discrimination & Vilification Policy has been developed to meet the requirements Racial and Religious Tolerance Act (2001), the Racial Discrimination Act (1975), the Equal Opportunity Act (2010), and the Australian Football League (AFL) and Western Region Football League (WRFL) requirements on discrimination, and vilification and has been approved by the SFC Board.

All SFC Board Directors, Committee Members, Administrative Officials, Coaches, Support Staff, Volunteers, Members, Players and Spectators will maintain the following standards whilst undertaking approved SFC activities, attending any approved SFC functions or participating in and/or watching SFC games by the adhering to the following:

- No person will act towards or speak to any other person in a manner which threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person's race, religion, gender, colour, sexual preference, orientation or identity or special ability or disability.
- If a person believes they have been a victim of discrimination and/or vilification or have been a witness to discrimination and/or vilification, then they must make a formal complaint outlining the circumstances of the allegations.
- Any complaints must be made in writing and forwarded to the SFC complaints officer
- Upon receipt of any complaint, the SFC Board will provide the accused person with an opportunity to respond to the complaint (also in writing).
- The SFC Board may also choose to obtain written statements from any available witnesses or obtain recorded or other evidence as may be available.
- Any person found to have deliberately provided false or misleading information may also be subject to sanction under this policy.

Any knowledge of, or breaches to, this Discrimination & Vilification Policy may involve attendance by the relevant parties at an internal hearing convened by the SFC Board (or the WRFL Committee), where further evidence and reports may be sought and judgments delivered which may include; a written warning, suspension, deregistration, membership cancellation, fines or referral to relevant authorities.

The SFC Board will also have at its discretion, the following measures or remedies:

- Arrange for the complaint to be conciliated and take all steps necessary for the complaint to be conciliated.
- Attendance by the relevant persons at an approved education program.

Any and all particulars of a complaint and the conciliation process will at all times remain confidential and no general public comment or media response will be made by anyone unless nominated by the SFC Board (or the WRFL Committee – where applicable).

1.01	21.09.15	Issued for Use	A. Given	A. McLaren	A. Given
Revision	Issue Date	Description	Originator	Checker	Approver