

Racial and Religious Tolerance Policy



October 2018

Purpose

The Northcote Junior Football Club (NJFC) 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.

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.

Discrimination

Discrimination means conduct based on a person's race, religion, colour, descent or national or ethnic origin. Discrimination may be direct or indirect. Direct discrimination means treating or proposing to treat another person less favourably on the basis of a person's race, religion, colour, descent or national or ethnic origin. Indirect discrimination means imposing or intending to impose a requirement that a person of a particular race, religion, colour, descent or national or ethnic origin cannot comply with, but which a higher proportion of people without that attribute (or with a different attribute) can, when it is not reasonable in the circumstances to do so.

Prohibited Conduct

No club official, coach, player, parent or spectator is to:

Racial and Religious Vilification

Engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

Serious Racial and Religious Vilification

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 person's property because of that person's race, religion, colour, descent or national or ethnic origin.

Racial and Religious discrimination

Engage in conduct that discriminates, directly or indirectly against another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

Victimisation

Victimise another person through subjecting (or threatening to subject) a person to any detriment because they (or a person associated with them) intends to or has lodged a complaint in contravention of this Policy; or

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Complaint Process

The Club has a complaints process to ensure that any breach of this Policy is responded to in an equitable and prompt manner.

Confidentiality must be maintained throughout the complaints process. All parties to a complaint 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.

The Club shall ensure that any documents relating to a complaint shall remain confidential and be retained for 7 years from the date that the complaint is made.

Inter club Breach of the Policy

In the event that it is alleged that a spectator or participant from another Club has contravened this Policy an Umpire, spectator, player, parent or club official may lodge a complaint in with Complaint's Officer of the Club;

The Complaint's Officer of the Club will lodge the complaint with the League's Complaints Officer and will then take no further action once the complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer.

Club's 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.