

Tolland Football Club Incorporated

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Tolland Football Club Anti-Racism Policy

Racism and Discrimination

Rationale: The Tolland Football Club oppose all forms of racism and discrimination. The Club is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and racism.

This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

Some forms of racism and discrimination, based on personal characteristics stated in this Policy, are also against the law. The [NSW Anti-Discrimination Act \(1977\)](#) along with the [Commonwealth Racial Discrimination Act \(1975\)](#) make racial discrimination and vilification illegal in New South Wales.

Definitions Of Racism And Racial Discrimination

1. The belief that human races have distinctive characteristics which determine their respective cultures, usually involving the idea that one's own race is superior and has the right to rule or dominate others.
2. Offensive or aggressive behaviour to members of another race stemming from such a belief.
3. A policy or system of government and society based upon it.

The Macquarie

Dictionary

Terminology of Anti-Racism

1. **Racial prejudice:** A body of unfounded opinions or attitudes relating to an individual or group that represents them in an unfavourable light. (Racism. Stop it! Action 2000, Canada 1999).

2. **Racial discrimination:** Behaviour which disadvantages people identified on the basis of their (real or assumed) membership of a racial, ethnic or ethno-religious group.
3. **Racial hatred (or vilification):** A public act based on the race, colour, national or ethnic origin of a person or group of people which is likely to offend, insult, humiliate or intimidate. It can include racist graffiti, speeches, posters or abuse in public. (Human Rights and Equal Opportunity Commission, 1996).
4. **Racial harassment:** Behaviour that offends, humiliates or intimidates and that targets a person or group because of their race.

This policy is based on the following key principles.

- Compassion, human rights and equity are fundamental to excellence in care and education and in human resource management practices.
- Racism is best addressed through holistic approaches which engage stakeholders in ongoing dialogue and inquiry into beliefs and practices.

Policy outcomes

1. Racism in all its forms – individual, systemic, cultural, direct and indirect – is challenged and addressed.
2. The rights of individuals are protected and the effects of racism are redressed.

Some Clear Examples Of Racist Behaviour Not To Be Implemented By Our Members:

1. Harassment is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person. The behaviour is unwelcome and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.
2. Unlawful harassment can be based on any of the personal characteristics covered by anti- discrimination law such as a person's **race**, sex, pregnancy, marital status or sexual orientation (see characteristic list under Discrimination). Unlawful harassment includes Sexual Harassment.
3. It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. The basic rule is if someone else finds it harassing then it could be harassment. Harassment may be a single incident but is usually repeated. It may be explicit or implicit, verbal or non-verbal, and includes **electronic cyber communication**.
4. Public acts of **racial hatred** which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability – see definition of Vilification.

Fortunately we have had very few incidents of racism, discrimination or racial harassment at Tolland Football Club and the club has an absolute zero tolerance to any aspects of racism. The Club is committed to the elimination of racial discrimination including direct and indirect racism, racial vilification and harassment. No player, official, parent, supporter or member of our Club should experience racism within the Tolland Football Club.

What Happens If You Breach This Policy?

It is a breach of this Policy for any person or organisation to which this Policy applies, to do anything contrary to this Policy. The club executive classifies a breach of this policy to be either minor or major. Minor offences always start at step one while a major breach of policy goes straight to step two.

The Club may impose disciplinary sanctions on members, players, officials, volunteers or supporters in accordance with the stated recommendations of this policy not being implemented/followed and may implement the following maximum sanctions:

Step one: For minor incidents of this policy breach the offender concerned is warned and their inappropriate behaviour is explained by the Club representatives. This will always involve a clear warning not to repeat a further policy breach. The offender will clearly understand that if further policy breaches occur they will receive some sanctions stated in the anti-racism policy. The incident is recorded. A written notification will be supplied to the offender.

Step two: Following a second incident of any policy breach by the same offender (name already recorded) the offender will be given one of the sanction/s outlined below.

- (a) the imposition of a fine (maximum \$200);
- (b) suspension up to a maximum of 12 Matches; or
- (c) expulsion from the Tolland Football Club (delisted as a registered player or official)
- (d) ban from attending club matches, training sessions, club events/fund raisers or club outings (maximum 12 weeks/matches).

NOTICE AND DISCIPLINARY SANCTIONS

The Club may enforce the terms of this policy and invoke the sanctions only if it has given the party alleged to have infringed this policy:

- (a) reasonable details of the alleged infringement;
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard in relation to the issues of infringement and sanction.

The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.

If a Member disputes the sanction or purported action taken under this policy that party may appeal in accordance with the Grievance Resolution Regulations (outlined in the club constitution) provided that it does so within 7 business days of notice of the sanction.

What Can I Do If I'm Issued With Any Of The Above Sanctions?

Accept the issued sanction or seek advice from club officials, the Club MPIO officer or other sources to lodge an appeal as stated in the grievances procedures written in the club constitution.

TFC Committee
2017