



Prahran Junior Football Club

RACIAL & RELIGIOUS

TOLERANCE POLICY

SEPTEMBER 2016



Prahran Junior Football Club

1. Commitment

- 1.1 The Prahran Junior Football Club is committed to an environment that 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.
- 1.2 The Club is bound by the *Racial and Religious Tolerance Act 2001 (Vic)*, the *Racial Discrimination Act 1975 (Cth)* and the *Equal Opportunity Act 2010 (Vic)* (**the legislation**). This Policy is consistent with the legislation and the Australian Football League's Rule 35 and the AFL Victoria Vilification & Discrimination Policy. This Policy should be read in conjunction with the legislation.
- 1.3 Nothing in this Policy prevents a person lodging a complaint with the PJFC Club Liaison Officer in relation to racial and religious vilification and/or discrimination under the legislation.

2. Benefits

- 2.1 The benefits to our club of this Racial & Religious Tolerance Policy are self-evident but include;
 - Increased participation and support from people of diverse cultural backgrounds
 - Presenting a positive image of the club/league to the community
 - Our club will be better placed to gain sponsorship or funding from government agencies or corporate sponsors
 - Minimizing the risk of unlawful conduct and litigation and avoid damage to the club and league's reputation
 - Providing an enjoyable, safe and healthy environment which leads to participants and supporters feeling well connected with the club and therefore more likely to stay involved

3. Prohibited Conduct

3.1 Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that offends, humiliates, intimidates, 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.

3.2 Serious Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that he/she knows is likely to incite hatred against



Prahran Junior Football Club

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 the person's race, religion, colour, descent or national or ethnic origin.

3.3 Racial and Religious Discrimination

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall 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.

3.4 Victimization

(a) No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimise another person.

(b) A person will victimise another person (**the victim**) if:

(i) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or

ii) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

4. Complaint resolution process

Any complaints should be referred in writing to the PJFC **Club Liaison Officer**. Should a complaint be received by the **Club Liaison Officer**, the following process will be implemented;

(a) inform the person that is alleged to have contravened the Policy of the complaint and provide that person with any opportunity to respond to it;

(b) make every effort to ensure that confidentiality is maintained;

(c) inform only the Club President or his/her nominee that a complaint has been received;

(d) investigate the Complaint if necessary;

(e) attempt to resolve the complaint;

(f) if appropriate, arrange for the complaint to be conciliated by an independent conciliator; or



Prahran Junior Football Club

(g) if the complaint has not been resolved, liaise with the Club President and refer the complaint to the SMJFL, if appropriate, or otherwise refer it to the PJFC Committee to deal with as a potential Code of Conduct breach.

5. False or misleading information

Any person who:

(a) in a complaint as lodged or during the conciliation process, provides any information or acts in a manner which is in any respect false or misleading or likely to mislead; or

(b) falsely accuses a person

shall be liable to a sanction as deemed appropriate and as determined by the Committee of the PJFC and shall be in breach of this policy.