



Policy Name: Gender Respect and Responsibility

Policy Authorisation and Date: Association Committee 13 December 2018

Gender Respect and Responsibility

Purpose:

To ensure that players and all members of the club are committed to promoting gender equality, a safe and inclusive environment regardless of gender, sexual orientation, gender identity or intersex status; and that this is in line with KFJSC values and objectives as outlined in the Club's Statement of Purpose and is consistent with other Club Policies.

Key Relevant Club Objectives:

- Player self-esteem
- That participation in the Club is accessible to all regardless of gender, ability or background
- Development of player sporting, personal and social skills

Policy:

This policy recognises that KFJSC has an important role to play in the promotion of gender equality. We recognise the role of junior sport in the broader community, including its ability to influence attitudes and behaviour and we therefore have a responsibility to play our part in leading on the issues of gender equality. KFJSC aims to create a respectful and inclusive culture, on and off the playing field, and by doing so help increase the participation and satisfaction, of members of our club and local community. As a junior sports club, we are committed to delivering a sporting experience that is safe, fair and inclusive for all, whether one is a player, parent, supporter, volunteer or any other person who engages with KFJSC's sporting codes.

The Club will not tolerate:

- behaviour that does not respect gender equality
- sexist language and humour
- promotion of gender stereotypes
- derogatory language and/or discriminatory behaviour about gender and/or sexuality
- behaviour that supports gender and sexuality exclusion

The Club is committed to:

- encouraging greater participation of girls in junior sport
- encouraging more women to participate in the operations of each code and in the running of the Club
- challenging traditional gender roles for boys and girls in sport
- promoting the positive representation of girls/women and boys/men in junior sport

The Club is committed to ensuring that players and members of the Club who have been subjected to disrespectful conduct, sexual harassment, assault or threatening behaviour have their grievance dealt with.

GRIEVANCE PROCESS:

In the case of dispute/grievance/disciplinary issue, the matter must be referred to the relevant Operations Committee, provided that with the exception of the Committee Chairperson, any parent of player in that age group takes no part in the decision. Matters referred to the Operations Committee will be heard within 7 days. The respective Operations Committee shall determine the appropriate resolution and / or penalty for policy contravention.

Should the parties not reach a resolution; the dispute may be escalated to the Association Committee for consideration and resolution. This committee will hear and determine any appeal within 7 days for receipt of referral.