



**Policy Name: Racial and Religious Tolerance**  
**Policy Authorisation and Date: Association Committee 13 December 2018**

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### **Racial & Religious Tolerance**

KFJSC 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.

The Club is bound by the *Racial and Religious Tolerance Act 2001 (Vic)*, the *Racial Discrimination Act 1975 (Cth)*, and the *Equal Opportunity Act 1995 (Vic)* (**the legislation**). This Policy is consistent with the legislation and the Australian Football League's Rule 30 and the Victorian Football League's Rule 7.3. This Policy is not in substitution of the legislation.

#### **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 League shall engage in conduct that offends, humiliates, intimidates, contempt, 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**

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 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**

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.

### **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.