



EQUAL OPPORTUNITY POLICY

Imperial Football Club aims to create an inclusive club culture that fosters acceptance and respect for diversity.

Our commitment

Imperial Football Club is committed to ensuring that the Club's environment on and off the field is free from discrimination, harassment, bullying, vilification and victimisation.

Imperial Football Club complies with the Equal Opportunity Act 1984 and is committed to ensure equal opportunity for players, coaches, officials, umpires, and volunteers.

Equal Opportunity

Equal Opportunity means treating everyone fairly.

- Treating people as individuals without making judgments based on irrelevant personal Characteristics
- Creating a work environment free from discrimination, harassment, bullying and victimisation
- Allowing all volunteers to work to their full potential
- Making decisions based on merit.

Anti-Discrimination and Harassment Definitions

Discrimination occurs when someone is treated unfairly or less favourably than another person in the same or similar circumstances because of a particular personal characteristic. This is known as *direct discrimination*. *Indirect discrimination* occurs when a rule, policy or practice disadvantages one group of people in comparison with others, even though it appears to treat all people the same.

In Australia, it is against the law to discriminate against someone because of their:

- age
- gender
- race
- disability
- sexual orientation
- social origin
- marital or domestic partnership status
- irrelevant medical record
- association with child
- caring responsibilities
- identity of spouse
- religious belief/activity
- political opinion
- trade union activity
- religion
- irrelevant criminal record
- trade union membership/activity

Abuse is a form of harassment and includes physical abuse, emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Harassment is any type of behaviour that the other person does not want and that is offensive, abusive, belittling or threatening.

- Unlawful harassment is sexual or targets a person because of their race, sex, pregnancy, marital status, sexual orientation or some other characteristic
- 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.
- Some exceptions to state and federal anti-discrimination law apply. For Example; not selecting a participant if the person is not reasonably capable of performing the actions reasonably required for that particular sporting activity.

Victimisation means subjecting a person or threatening to subject a person to any detriment or unfair treatment because that person has or intends to pursue their rights to make a complaint under government legislation (e.g. anti-discrimination) or under this Policy, or for supporting such a person.

Vilification involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public.

Sexual harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

Sexual offence means a criminal offence involving sexual activity or acts of indecency including but not limited to (due to differences under state/territory legislation