

CRONULLA RSL YOUTH SOCCER CLUB

A Division of Cronulla RSL Sub-Branch Youth Club Inc.



ANTI-DISCRIMINATION, RACIAL VILIFICATION AND HARASSMENT POLICY

Cronulla RSL Youth Soccer Club and the SSFA aims to provide a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment vilification or discrimination.

Cronulla RSL Youth Soccer Club recognizes that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.

Cronulla RSL Youth Soccer Club prohibits all forms of harassment vilification and discrimination not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment. Examples of some of the types of behaviour which could be regarded as harassment or discrimination are provided below.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy they should report this as soon as possible to a Club Representative (which may include your Coach, Manager, Age Group Manager or any Committee Member).

UNDERSTANDING DISCRIMINATION AND HARASSMENT

Discrimination means making choices about how we treat other people. Those choices can be made using real and relevant information, or they can be based on prejudice, stereotypes and bias.

Some discrimination is unlawful (for example, sexual harassment and racial discrimination) and some is not (for example, a coach who shows favoritism towards their own child over other players).

All discrimination is undesirable if it leads to unfair treatment of players, members or other participants in recreation and sport.



WHAT IS FAIR DISCRIMINATION?

A good example of fair discrimination in sport relates to team selection.

If you are a coach/selector, and you have more players than you can fit in your team, you must discriminate between the available players. You must choose who will be in the starting team and what positions they will play, to arrive at the best possible team. In junior and sub-junior sport you have the additional responsibility to ensure fair participation.

Those choices should be based upon relevant criteria such as ability, attitude, effort, and attendance at practice.

These are all fair and legitimate criteria to apply to team selection.

WHAT IS UNLAWFUL DISCRIMINATION?

Equal opportunity laws make discrimination on various grounds unlawful:

- race
- sex
- age
- disability
- pregnancy
- sexuality
- marital status

Sexual harassment and victimization are also unlawful.

However, things like age, gender and disability can have significant effects on sporting ability. These differences are most evident at the elite sport level. For example, compare the power of the best male tennis players with the power of the best female tennis players.

To take into account these differences, and to make sure there is fair competition, the law allows for teams to be organized into groups such as age groups, or sometimes single-sex groups.



BELOW ARE SOME EXAMPLES OF UNFAIR AND POSSIBLY UNLAWFUL DISCRIMINATION:

Sex discrimination:

Prizes of different value are given for male and female competition in the same club.

Racial discrimination:

An Aboriginal player is overlooked for team selection, due to his race.

Age discrimination:

A club refuses to clear players to other teams because they are under 21.

Marital status discrimination:

A player is deliberately excluded from team activities and social functions after she divorces her husband who is a club official.

Pregnancy discrimination:

A woman is dropped from her softball team when she reveals she is pregnant.

Sexuality discrimination:

A footballer is ridiculed by his team mates after his homosexuality is disclosed.

Impairment or disability discrimination:

A junior player is overlooked because of her mild epilepsy.

Sexual harassment:

A male tennis coach keeps putting his hand on a woman's bottom during coaching sessions, making her feel very uncomfortable.

Victimization:

A player is ostracized by her coach for complaining about his racist behaviour to another Club official.