



# BENTLEIGH GREENS SOCCER CLUB INC

## RACIAL DISCRIMINATION POLICY

<b>Date created:</b>	1 July 2023
<b>Audience:</b>	All persons involved in or connected to Football (Soccer) at Bentleigh Greens Soccer Club Inc including Board/Committee members, employees, contractors, coaches, team managers, players, parents, spectators and officials
<b>Version:</b>	2023:1
<b>Purpose of Document:</b>	<p>To provide the framework for:</p> <ul style="list-style-type: none"> <li>• compliance with all laws, regulations, and standards relevant to racial discrimination</li> <li>• creating safe, inclusive, flexible and respectful environment free from all forms of racism, racial discrimination and harassment.</li> <li>• provide a clear statement to players, Board/Committee members, employees, contractors, volunteers and officials, forbidding racism, racial discrimination and harassment; and</li> <li>• complaints being investigated.</li> </ul>
<b>Actions:</b>	<ul style="list-style-type: none"> <li>• Ensure all BGSC Board/Committee members, employees, contractors, and volunteers acknowledge they have read and understand this Policy.</li> <li>• Ensure that parents and guardians and players at BGSC acknowledge that they have read and understand this Policy.</li> <li>• Encourage relevant internal and external stakeholders to read and understand this Policy.</li> <li>• Ensure this Policy is published on the BGSC website</li> </ul>
<b>Review:</b>	Biennially from the date of this Policy
<b>Bentleigh Greens Soccer Club Contact:</b>	BGSC Club Secretary <a href="mailto:info@bentleighgreens.com.au">info@bentleighgreens.com.au</a>
<b>Contents:</b>	Racial Discrimination Policy
<b>Other relevant resources (see BGSC website) :</b>	<ul style="list-style-type: none"> <li>• <a href="#">FA National Member Protection Framework</a></li> <li>• <a href="#">National Code of Conduct and Ethics</a></li> <li>• Diversity and Inclusion Policy</li> </ul>



## 1. INTRODUCTION

- 1.1. Bentleigh Greens Soccer Club Inc (BGSC) is committed to creating an environment and culture that is safe, inclusive, flexible and respectful for its Board/Committee members, employees, contractors, coaches, team managers, players, parents, spectators and officials free from all forms of Discrimination.

## 2. POLICY STATEMENT

- 2.1. BGSC has a zero-tolerance approach to any form of Discrimination.
- 2.2. Child protection is a shared responsibility between BGSC, its employees, contractors, associates, parents/guardians, coaches, spectators, volunteers and Members of the BGSC community. Everyone that participates in BGSC's activities is responsible for the care and protection of children, and reporting information about child abuse.
- 2.3. BGSC supports the active participation of all children. It listens to their views, respects their views and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).
- 2.4. BGSC is also committed to:
  - 2.4.1. the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds as identified in [Standard 1 Victorian Child Safe Standards](#);
  - 2.4.2. providing a safe environment for children living with a disability; and
  - 2.4.3. providing a safe and respectful environment for children and young people with diverse sexualities and genders.
- 2.5. BGSC promotes fairness and consideration for all employees, volunteers and participants. For further details please refer to the [FA National Member Protection Framework](#) and [National Code of Conduct](#).

## 3. SCOPE

- 3.1. This Policy applies to everyone involved in or connected to Football (Soccer), including (but not limited to) players, parents, spectators, contractors, officials, coaches, team managers judges, and contractors throughout all BGSC events and activities.
- 3.2. This Policy will continue to apply retrospectively to a person or Member following the cessation of their association, employment or engagement with BGSC.

## 4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

- 4.1. This Policy must be read in conjunction with:
  - 4.1.1. the laws of the Commonwealth and Victoria (as amended from time to time).
  - 4.1.2. BGSC policies and procedures, including but not limited to:
    - 4.1.2.1. Constitution;
    - 4.1.2.2. Players, Coaches, Team Managers and Parent and Guardian Codes of Conduct;
    - 4.1.2.3. Member Protection Policy.



## 5. DEFINITIONS

Racial discrimination occurs when a person is treated less favourably, or not given the same opportunities, as others in a similar situation, because of their race, the country where they were born, their ethnic origin or their skin colour. The *Racial Discrimination Act 1975 (Cth)* (RDA) makes it unlawful to discriminate against a person in Australia because of their race, colour, descent, national origin or ethnic origin, or immigrant status. The RDA protects people from racial discrimination in many areas of public life, including employment, education, getting or using services, renting or buying a house or unit, and accessing public places.

Racial discrimination can occur:

**Directly**, when a person or group is treated less favourably than another person or group in a similar situation because of a personal characteristic protected by law such as race, colour, descent, national origin, ethnic background, immigrant status and religion.

**Indirectly**, when an unreasonable requirement, condition or practice is imposed that has, or is likely to have, the effect of disadvantaging people with a personal characteristic protected by law and the condition, requirement or practice is not reasonable.

The characteristics covered by State, Territory and Federal anti-discrimination legislation include, but are not limited to the following table.

Characteristics	
<ul style="list-style-type: none"> <li>• age;</li> <li>• disability, mental and physical</li> <li>• impairment;</li> <li>• family/carer responsibilities;</li> <li>• sex or gender;</li> <li>• gender identity;</li> <li>• intersex status;</li> <li>• irrelevant medical record;</li> <li>• irrelevant criminal record;</li> <li>• lawful sexual orientation;</li> <li>• marital status;</li> <li>• membership of association or</li> <li>• organisation of employees or</li> <li>• employer's industrial activity or</li> <li>• trade union activity;</li> </ul>	<ul style="list-style-type: none"> <li>• physical features or characteristics;</li> <li>• political belief/activity;</li> <li>• pregnancy, potential pregnancy and breastfeeding;</li> <li>• profession, trade, occupation, or calling;</li> <li>• race;</li> <li>• religion, religious belief/activity;</li> <li>• sexual orientation;</li> <li>• social origin or natural extraction; or</li> <li>• association with a person who has, or is assumed to have, one or more of the characteristics listed above</li> </ul>

It is also against the law to treat someone unfavourably because you assume they have a personal characteristic or may have it at some time in the future, or because they have an association with someone who has, or is assumed to have, one of these characteristics.



## 6. POLICY BREACHES

- 6.1. It is a breach of this Policy for any person or organisation to which this Policy applies, to have been found to have done anything contrary to this Policy. Any person who may breach this Policy is subject to [FA National Member Protection Framework](#).

## 7. POLICY PROMOTION

- 7.1. This Policy will be made available to all Members via the BGSC website.
- 7.2. This Policy will be communicated to all employees, contractors, BGSC Board/Committee members via email and at BGSC Board/Committee Meetings and meetings with employees and contractors.

## 8. REVIEW PROCESS

- 8.1. This Policy will be reviewed by the BGSC Board/Committee on a biennial basis.
- 8.2. If you would like to provide BGSC with any feedback or suggestions to improve this Policy, please contact the BGSC Club Secretary at [info@bentleighgreens.com.au](mailto:info@bentleighgreens.com.au).
- 8.3. In addition to the regular review of this Policy, recommendations for changes to the Policy may be submitted to the BGSC Board/Committee for consideration at any time. In the event that changes are accepted, this Policy will be updated, and circulated to all stakeholders via the BGSC website, email and/or other appropriate communication channels.

Should a person wish to make any enquiries in relation to this Policy, please contact the BGSC's Secretary at [info@bentleighgreens.com.au](mailto:info@bentleighgreens.com.au).

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