



## CAIRNS SAINTS FOOTBALL AND NETBALL CLUB ANTI DISCRIMINATION AND HARASSMENT POLICY

### Purpose

The Cairns Saints Australian Football and Netball Club aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Under this policy discrimination and harassment are not permitted in employment (including volunteer and unpaid employment); when providing sporting goods and services including access to sporting facilities; when providing education and accommodation; the selection or otherwise of any person for competition or a team (domestic or international); the entry or otherwise of any player or other person to any competition and the obtaining or retaining membership of clubs and organisations (including the rights and privileges of membership).

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination or harassment may also be against the law.

### Discrimination

Discrimination means treating or proposing to treat someone less favourably than someone else because of a particular characteristic in the same or similar circumstances in certain areas of public life (this is Direct Discrimination).

The law also covers Indirect Discrimination. This is imposing or intending to impose an unreasonable requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect on individuals or groups with particular characteristics.

Under the relevant legislation across Australia, unless a specific exclusion applies, it is unlawful to discriminate against anyone on a variety of grounds including, but not limited to the following:

- Age
- Disability
- Marital status
- Parental/carer status
- Family/carer responsibilities
- Gender identity/transgender status
- Lawful sexual activity/sexual orientation
- Irrelevant medical record
- Irrelevant criminal record
- Political belief/activity
- Pregnancy and breastfeeding
- Race
- Religious belief/activity
- Sex/gender
- Social origin
- Trade union membership/activity
- Physical features
- Association with a person with one or more of the characteristics listed above

### Harassment

**Unlawful Harassment** is any type of behaviour that is unwanted, unwelcome or uninvited and is offensive, intimidating and/or humiliating. It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

**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.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to the Cairns Saints Australian Football and Netball Complaints Policy.

**Date of policy:** 17<sup>th</sup> of October 2013

**Review date:** 17<sup>th</sup> of October 2017



Cairns Saints Australian Football Club Inc