



# Diversity & Inclusion Policy

## POLICY STATEMENT

The Castlemaine Football Netball Club (CFNC) aims to provide a safe and respectful environment where diversity is supported and inclusion at all levels of our club is supported. We are committed to providing all people the opportunity to be a part of CFNC in the way that suits them best. This means ensuring that all people are treated fairly and with respect and that no one is denied access through discrimination. Plainly, everyone is welcome.

## PURPOSE

The purpose of this policy is to:

- affirm CFNC commitment to everyone having the right to enjoy their sport in a friendly and positive environment, free from discrimination, harassment or abuse
- outline the CFNC commitment to welcoming diversity and promoting inclusivity across our club
- build a shared understanding amongst all people associated CFNC regarding inclusivity practices
- promote the development of a culture where the rights, dignity and worth of every person is viewed equally regardless of age, gender, race, ability, religious belief, sexuality and/or preference, or social/economic status
- build responsibility for all club members to oppose discriminatory behaviour and promote equality in opportunity
- seek familial and peer group support in addressing and preventing behaviour at CFNC that is not inclusive
- reinforce the importance of identifying and addressing behaviours occurring within CFNC that are not inclusive for all
- ensure that any behaviour within CFNC that is discriminatory and non-inclusive is reported, investigated and addressed, and suitable support is provided to all parties involved

## SCOPE

This policy promotes the expectation that all people associated with CFNC will support inclusivity across our club, describes how discriminatory behaviours will be identified and responded to, and how all members of the club will be engaged in supporting diversity.

This policy should be read in conjunction with the Bendigo Junior Football League (BJFL) Code of Behaviour regarding unacceptable behaviour of parents/carers, officials and coaches; with the AFL National Vilification and Discrimination Policy; and with other club policies.



## POLICY

### ■ Definition - Diversity

*Victoria's community is not homogenous. The term diversity refers to the different characteristics of people who make up our community. This includes the following characteristics:*

- *Gender (including male, female and unspecified)*
- *Age*
- *Race (including nationality, ethnicity and colour)*
- *Culture*
- *Religion*
- *Sexual Orientation (Lesbian, Gay, Bisexual and Queer)*
- *Disability (including intellectual, physical or sensory disabilities)*

*Within families, friendship groups and local communities we may find diversity amongst people. In fact, the way each individual relates to these characteristics may differ. An individual is not defined by just one of these characteristics.*

*Diversity is a strength of our community. It is also the reason sport organisations should be inclusive in order to engage a wide range of people to participate in sport.*

Web Reference: [vicsport.com.au](http://vicsport.com.au) – 'inclusion and diversity' section

### ■ Definition - Inclusivity

*The term inclusion refers to what we do to ensure our diverse community is reflected in sport participants. Being inclusive means being proactive in the way we plan, lead and control the delivery of sport and recreation opportunities for everyone.*

*Inclusion in sport means everyone in our diverse community, regardless of their gender, age, race, culture, religion, sexual orientation or ability, is afforded a range of opportunities to participate.*

Web Reference: [vicsport.com.au](http://vicsport.com.au) – 'inclusion and diversity' section

### ■ Definition – Discrimination

*Discrimination happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics. This is known as 'direct discrimination'.*

*It is also discrimination when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share. This is known as 'indirect discrimination'.*

Web Reference: [humanrights.gov.au](http://humanrights.gov.au) – 'discrimination' section

### ■ Building Club Inclusivity

In actively supporting diversity and inclusivity, CFNC expects club members, supporting adults (including Coaches, Team Managers, and those fulfilling volunteer game day and training roles), and club supporters to act in ways that builds inclusivity and resists any behaviour that could be discriminatory in nature.

Additionally, CFNC Committee Members are expected to reinforce inclusive practices wherever possible and to lead a culture of welcoming diversity across our club (see CFNC 'Committee Member Code of Conduct').



### ■ **Managing Alleged Discrimination**

Any club member or person who observes or becomes aware of discriminatory behaviour is strongly encouraged to report their concerns to a Coach, Team Manager or club Committee Member/ President of the relevant club divisional head e.g. President Junior Football. Once reported, all matters will be addressed by CFNC through the application of the club's 'Grievances and Complaints Resolution Policy'. This policy seeks to reinforce diversity and inclusivity by supporting the resolution of issues, and working to repair and/or enhance relationships across the club.

In applying the 'Grievances and Complaints Resolution Policy' to matters of alleged discrimination, CFNC will also hold the following principles central to resolving the complaint:

- being proportionate, consistent and responsive
- ensuring that any discrimination is defined and understood to prevent it from happening again
- working to find a constructive and fair outcome for everyone
- aiming to restore relationships (if necessary and where possible)

## **COMMUNICATION**

This policy will be communicated to our club members in the following ways:

- Available publicly on the CFNC website
- Through posts on Team App
- Included in staff committee induction processes
- Included in our Policy Handbook (under development)
- Discussed at committee meetings as required
- Discussed at parent information sessions as required

## **FURTHER INFORMATION AND RESOURCES**

This policy should be read in conjunction with the BJFL Code of Behaviour and the CFNC Policy Handbook (under development).

In addition, this policy has been informed by references and additional information from:

- Fair Play Code (Victorian Government)
- Code of Conduct for Community Sport (Victorian Government)
- AFL Gender Diversity Policy – Community Sport (AFL)
- Community Inclusiveness (City of Greater Geelong)
- Play by the Rules ([www.playbytherules.net.au](http://www.playbytherules.net.au))
- VicSport ([www.vicsport.com.au](http://www.vicsport.com.au))
- Australian Human Rights Commission ([www.humanrights.gov.au](http://www.humanrights.gov.au))

Referenced CFNC policies:



- Grievances and Complaints Resolutions Policy
- Committee Member Code-of-Conduct

## **EVALUATION**

This policy will be reviewed every 2 years to adapt to new research and policy settings from CFNC, and to ensure that the policy remains up-to-date, practical and effective.

Data will be collected through:

- discussion and consultation with players and parents/carers
- end of season feedback surveys

Proposed amendments to this policy will be discussed and agreed to by the club committee.

Policy Created: **February 2022**

Next Scheduled Policy Review: **February 2024**