



ELTHAM REDBACKS FOOTBALL CLUB INC.
ABN 34 394 819 801, **Reg No.** A0008940Y
Correspondence to: PO Box 236, Eltham, VIC 3095
Home ground: Cedar Ave, Eltham North

Eltham Redbacks Football Club

6.3 Anti-discrimination and harassment (taken from the Member's Protection Policy)

Adopted: January 2019

Scheduled for review: 2024

NOTE: For references to other 'parts', see the related section of the Member's Protection Policy.

6.3 Anti-discrimination and harassment

ERFC is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against or harassed.

6.3.1 Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by Victorian anti-discrimination legislation.

The personal characteristics protected by anti-discrimination legislation include, but are not limited to, attributes such as race, age, disability, gender and race.

Discrimination can be either direct or indirect.

- **Direct** discrimination occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- **Indirect** discrimination occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purposes of determining discrimination, the offender's awareness and motive are irrelevant.

6.3.2 Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by Victorian anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment is unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

6.3.3 Prohibition against discrimination and harassment



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We prohibit all forms of harassment and discrimination based on personal characteristics.

Any person who believes they are being, or have been, harassed or discriminated against by another person or organisation bound by this policy is encouraged to raise their concerns with us. A person may make an internal complaint, and in some circumstances, they may also be able to make a complaint to an external organisation.

(Refer to the attachments in Part D of this policy.)

