



Fair Access and Equity Policy

FRANKSTON ROVERS JUNIOR FOOTBALL CLUB

VERSION 1.2

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POLICY

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IMPORTANT NOTE:

For this policy and other policies to be binding on clubs, their members and other relevant persons, they must be:

- formally incorporated or adopted into a club's constituent documents (being the Memorandum and Articles of Association; Constitution of a company; or the rules of an incorporated association) or the rules, regulations or by-Laws made under the constituent documents;
- be agreed to as part of a membership application, agreement, form, other contract with the Club, which relevant members and other persons intended to come within the scope of this policy are required to sign.

1. PURPOSE

The main objective of the Frankston Rovers Junior Football Club's Fair Access and Inclusion Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse.

This policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our club's activities.

2. SCOPE

This policy applies to everyone involved in the activities of our club whether they are in a paid or unpaid/voluntary capacity and including:

- **Club committee members, administrators and other club officials;**
- **Coaches and assistant coaches, runners and other personnel participating in events and activities, including training sessions**
- **Support personnel, including team managers, and sport trainers.**
- **Referees, umpires and other officials**
- **Players**
- **Volunteer members**
- **Parents and guardians**
- **Spectators; and life members**
- **Canteen manager and all canteen workers or volunteers**

3. EXTENT OF POLICY

Our policy covers all matters directly and indirectly related to the Frankston Rovers Junior Football Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club. It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

This Policy should be read in conjunction with:

- All guidelines and laws by the AFL South East Junior Competition By-Laws, The National Community Football Policy see: [Rules & Policies - FDJFL | Frankston & District Junior Football League](#)
- Victoria's Child Safe Standards see: CCYP | Being a child safe organisation
- Frankston Rovers Junior Football Club policies and procedures.
- Frankston City Council Fair Access and Equity in sports Clubs
- Privacy and Data Protection Act 2014 (Vic) (PDP Act)
- Commonwealth Disability Discrimination Act 1992
- Equal Opportunity Act 1995.
- Health Records Act 2001 (Vic) (HR Act)

4. CLUB DECLARATION

Frankston Rovers Junior Football Club recognises that inclusion is about making sure our club reflects the diversity of our local community and we are committed to working towards achieving this. We commit to developing clear strategies and policies to achieve inclusion and remove discrimination within our club and we commit to establishing clear targets for measuring success.

We commit to promoting a safe, welcoming and respectful culture where everyone feels welcome and accepted regardless of age, gender, ability, socio economic status or cultural, ethnic or religious background.

We commit to informing, supporting and empowering our members and all others involved in Frankston Rovers junior football Club in relation to inclusion and diversity issues.

We commit to ensuring our sport activities consider the individual needs of participants and are appropriate to the level of development and skill. Where necessary we will make adaptations and modifications to cater for individual needs.

In making this commitment we recognise that our club has an important role to play in leading our community towards ensuring everyone has the chance to participate in Australian Football League at the level and in the roles they choose.

Frankston Rovers Junior Football Club is a valuable part of our community. We have an opportunity to shape the culture of not only our club but the wider community by ensuring Frankston Rovers Junior Football Club is a welcoming, safe and accessible club for all by:

- ✓ adopting, implementing and complying with this policy.
- ✓ publish, distribute and promote this policy and the consequences of any policy breaches
- ✓ promote and model appropriate behaviour at all times.
- ✓ deal with any complaints made under this policy in an appropriate manner.
- ✓ deal with any breaches of this policy in an appropriate manner.
- ✓ ensure this policy is available or accessible to all people to whom this policy applies.
- ✓ review this policy every 12-18 months; and seek advice from and refer serious issues to the league

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national bodies request to be referred to them.

5. INDIVIDUAL RESPONSIBILITIES

Everyone associated with our club must:

- ✓ Comply with all relevant provisions of this policy, including the standards of behaviour.
- ✓ Consent to screening requirements set out in this policy, and Victorian working with children checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18, or where otherwise required by law.
- ✓ Treat others with respect.
- ✓ Always place the safety and welfare of children above other considerations.
- ✓ Be responsible and accountable for their behaviour; and
- ✓ Follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment, bullying or other inappropriate behaviour; and
- ✓ Comply with any decisions and/or disciplinary measures imposed under this policy.

6. PROTECTION OF CHILDREN

FRJFC is committed to the safety and wellbeing of children and young people who participate in our clubs activities or use our services. See FRJFC Child Safety and wellbeing policy.

We support the rights of the child and will act at all times to ensure that a child safe environment is maintained.

We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

FRJFC acknowledges the valuable contribution made by our staff, members and volunteers and we encourage their active participating in providing a safe, fair and inclusive environment for all participants.

7. DISCRIMINATION, HARASSMENT AND BULLYING

Our club 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, harassment and bullying.

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

7.1 Discrimination

Unlawful discrimination involves the less favorable treatment of a person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavorably 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 purpose of determining discrimination, the offender's awareness and motive are irrelevant.

7.2 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 State or Federal 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 involves 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.

Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti-discrimination laws.

The following is a list of all the personal characteristics that apply throughout Australia:

- Gender.
- Race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration.
- National extraction or social origin.
- Marital status, relationship status, identity of spouse or domestic partner.
- Pregnancy, potential pregnancy, breastfeeding.
- Family or carer responsibilities, status as a parent or carer.
- Age.
- Religion, religious beliefs or activities.
- Political beliefs or activities.
- Lawful sexual activity.
- Sexual orientation and gender identity.
- Profession, trade, occupation or calling.
- Irrelevant criminal record spent convictions.
- Irrelevant medical record.
- Member of association or organization of employees or employers, industrial activity, trade union activity.
- Physical features.
- Disability, mental or physical impairment.
- Defense service; and
- Personal association with someone who has, or is assumed to have, any of these personal characteristics.

Legislation also prohibits:

- racial, religious, homosexual, transgender and HIV/AIDS vilification; and
- victimization resulting from a complaint.

7.3 Bullying

The FRJFC is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable at our club.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or group.

Whilst generally characterised by repeated behaviours, one off instance can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumors; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. We will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint.

8. INCLUSIVE PRACTICES

FRJFC is welcoming and we will seek to include members from all areas of our community. The following are examples of some of our inclusive practices.

8.1 People with a disability

The FRJFC will not discriminate against any person because they have a disability. Where it is necessary, we will make reasonable adjustments (e.g. modifications to equipment and rules) to enable participation.

8.2 People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

8.3 Sexual & Gender Identity

All people, regardless of their sexuality or gender identity, are welcome at our club. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.

8.4 Pregnancy



FRJFC is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our club's activities. We will not tolerate any discrimination or harassment against pregnant women.

We will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child, is of utmost importance in their decision-making about the extent they choose to participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with FRJFC. We will only require pregnant women to sign a disclaimer in relation to their participation in our sport whilst they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person bound by this policy, she may make a complaint.

8.5 Girls playing in boys teams

If there is not a separate sex competition the FRJFC will support girls playing in boys teams up until the age of 12 years.

We note that Federal anti-discrimination laws provide that it is not unlawful to discriminate on grounds of sex by excluding persons from participation in any competitive sporting activity in which the strength, stamina or physique of competitors is relevant.

If a child is over the age of 12 years our club will consider each request on an individual basis by considering the nature of our sport and other available opportunities to compete.



8.6 Cultural safety for Aboriginal children and young people

There is a public commitment to the cultural safety of Aboriginal children and young people publicly available and displayed around the club.

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

All staff and volunteers must actively support and facilitate participation and inclusion within the club by Aboriginal children and their families.

Racism will not be tolerated within the club and how the club will respond, including potential consequences; and the club's leadership has a responsibility to help everyone involved with the club to acknowledge and appreciate the strengths of Aboriginal culture and understand, its importance to the wellbeing and safety of Aboriginal children.

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| Fair Access and Inclusion Policy | | Approval Date: | 30/1/2025 |
| | | Review Date: | 30/1/2026 |
| | | Version No: | 1.2 |
| President: | Sign:  | Name: Aaron Gale | |
| Vice-President: | Sign:  | Name: Natasha Degrassi | |



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Attachment 1: MEMBER PROTECTION DECLARATION

The FRJFC has a duty of care to all those associated with our club and to the individuals and organisations to whom this policy applies.

As a requirement of our Member Protection Policy, we must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

I (name) born/...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence
4. To my knowledge there is no other matter that the club may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
5. I will notify the President of the club immediately upon becoming aware that any of the matters set out in clauses 1 to 4 above has changed.

Declared in the *State/Territory of*

on/...../.....(date) Signature

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:.....

Signature:.....Date: