



Equal Opportunity Policy

PORT NOARLUNGA FOOTBALL & SPORTS CLUB

The Port Noarlunga Football & Sports Club believes Equal Opportunity can deliver advantages to our community sports club.

Treating people fairly has a positive impact on volunteers and members and enhances our reputation as a sports club of choice.

Equal Opportunity principles are in line with our aim to get the best from our people and give them the greatest opportunity to participate in our community service.

All voluntary staff and people working on our premises, and our members, supporters, visitors and stake holders are covered by Equal Opportunity law and by this policy.

1. Equal Opportunity

Equal Opportunity means fairly treating staff and customers.

Fair treatment is:

- treating people as individuals without making judgments based on irrelevant personal characteristics
- creating a work environment free from discrimination, harassment, bullying and victimisation
- allowing all volunteers to work to their full potential
- making decisions based on merit.

2. Direct and Indirect Discrimination

Unlawful discrimination is unfairly treating people because of their particular personal characteristics or because they belong to a certain group.

Discrimination can be direct or indirect. Indirect discrimination is treatment which appears to be equal but is unfair on certain people. To be unlawful it must also be unreasonable. It is unlawful to unfairly treat people because of their:

age	pregnancy
sex	association with child
chosen gender	caring responsibilities
race	identity of spouse
disability	religious appearance or dress
sexuality	political opinion
marital or domestic partnership status	religion
social origin	irrelevant criminal record
trade union activity	

It is unlawful to unfairly treat people in employment, education, providing goods and services, accommodation, clubs and associations, granting qualifications, advertising or selling land.

Sometimes discriminating behaviours are referred to as bullying. Bullying is behaviour which makes people feel offended, afraid or humiliated and in the circumstances it is reasonable to feel that way.

Bullying behaviour relating to [age](#), [sex](#), [chosen gender](#), [race](#), [disability](#), [sexuality](#), [marital or domestic partnership status](#), [pregnancy](#), [association with child](#), [caring responsibilities](#), [identity of spouse](#), [religious appearance or dress](#), [political opinion](#), [religion](#), [social origin](#), [irrelevant criminal record](#) or [trade union activity](#) is unlawful.

Legitimate comment on performance or work related behaviour is not unfair treatment. Managers can give full and frank feedback in a constructive and sensitive way.

3. Sexual Harassment

Sexual harassment is sexual behaviour which makes people feel offended, afraid or humiliated and in the circumstances, it is reasonable to feel that way.

Both men and women can sexually harass or be harassed.

Sexual harassment is determined from the point of view of the person feeling harassed.

It is how the behaviour is received not how it is intended that counts.

Sexual harassment can be:

- unwelcome touching or kissing
- comments or jokes, leering or staring
- sexual pictures, objects, emails, text messages or literature
- direct or implied propositions, or requests for dates
- questions about sexual activity.

Mutual attraction or friendship with consent is **not** sexual harassment.

4. Victimisation

Victimisation is unfairly treating people for complaining or helping others to complain, either within our organisation or to the Equal Opportunity Commission.

Unlawful victimisation is unfair treatment for complaints about discrimination or sexual harassment.

5. Statement of Commitment

The Port Noarlunga Football Club commits to fair treatment in our policies, procedures or practices in:

- participation – recruiting, selecting, terms and conditions, training, promotion and transfer, termination
- providing goods and services
- offering or providing education
- offering membership to our club / association and providing benefits
- giving approval to qualifications

Discrimination, sexual harassment and victimisation will not be tolerated.

6. Rights and Responsibilities

Equal Opportunity law gives rights and responsibilities to employees, current and potential, and to employers.

Staff have:

- the right not to be discriminated against, sexually harassed or victimised
- the right to be protected by their elected Committee from these behaviours
- the right to complain
- the right to work in an environment free of discrimination and sexual harassment
- the responsibility not to discriminate against, sexually harass or victimise other volunteers or members
- the responsibility to be familiar with Equal Opportunity policies and complaint procedures
- the right to report to the committee they are being harassed by anyone in the course of their participation.

The Committee has:

- the right to control, direct and monitor volunteer performance
- the right to give legitimate comment on performance or work related behaviour
- the responsibility to ensure that the workplace and goods and services offered are free from discrimination, sexual harassment and victimisation
- the responsibility to take all reasonable steps to prevent these behaviours
- the responsibility to respond quickly, seriously and effectively to any complaints.

7. Our Practice

The Port Noarlunga Football & Sports Club has an Equal Opportunity Policy which applies to all.

The Club President has the responsibility for implementing this policy.

Management and committee members have the responsibility to communicate the policy to volunteers and members and ensure it is followed.

Volunteers have the responsibility to be familiar with this policy and follow it.

Copies of this policy can be obtained from the Club Secretary or a member of the committee.

8. Complaints

As Club President I have the ultimate responsibility for implementing this policy.

Any complaints about policy breaches will be dealt with quickly, seriously and confidentially.

In the first instance contact a member of the elected committee. They are able to:

- hear your complaint
- give you information on policies and procedures
- discuss options to resolve the problem
- refer you for more help if needed.

In most cases, any further action will be guided by the person making the complaint.

If there is a risk to any employees' health or safety at work, action will be taken by Club management.

For further confidential help contact the social welfare officer.

At any time you have the right to contact an external agency for advice or help. The South Australian Equal Opportunity Commission can be contacted via:

Telephone

(08) 8207 1977

Website

www.eoc.sa.gov.au

Anyone making a complaint or helping someone else to complain about unlawful discrimination or harassment is protected from being victimised for complaining.

Anyone found to have breached this policy or the law, or to have made a false or malicious complaint, will be disciplined. Discipline may include demotion, suspension or dismissal.

I support and endorse this Equal Opportunity Policy.

Sam Denton

President

Signature

2 July 2015

