



Anti Racism Policy

Mandurah City Football Club, 65-85 Mahogany Drive, Halls Head, WA. 6210

Justification:

The Mandurah City Football Club stands firmly against all types of racism and discrimination. The Club is dedicated to fostering an environment where individuals are treated justly and equitably, striving to ensure that it is, to the greatest extent possible, devoid of any forms of discrimination and racism.

This encompasses actions that involve treating or suggesting the treatment of an individual in a less favourable manner due to a specific characteristic; establishing or planning to establish an unreasonable requirement, condition, or practice that disproportionately impacts individuals with that characteristic; or engaging in any conduct that is deemed offensive, abusive, demeaning, intimidating, or threatening—regardless of whether it occurs in person, indirectly, or through communication technologies like mobile phones and computers.

Certain types of racism and discrimination, which are based on the personal characteristics outlined in this Policy, are also prohibited by law. The WA Racial Discrimination Act of 1975, in conjunction with the Commonwealth Racial Discrimination Act of 1975, renders racial discrimination and vilification unlawful in Western Australia.

Racism and racial discrimination can be defined as follows:

1. The conviction that different human races possess unique traits that shape their cultures, often accompanied by the notion that one's own race is superior and entitled to govern or control others.
2. Hostile or confrontational actions directed towards individuals of a different race, arising from this belief.
3. A framework or approach within governance and societal structures that is founded on these principles.

Terminology of Anti-Racism

1. Racial prejudice: A body of unfounded opinions or attitudes relating to an individual or group that represents them in an unfavourable light. (Racism. Stop it! Action 2000, Canada 1999).
2. Racial discrimination: Behaviour which disadvantages people identified on the basis of their (real or assumed) membership of a racial, ethnic or ethno-religious group.
3. Racial hatred (or vilification): A public act based on the race, colour, national or ethnic origin of a person or group of people which is likely to offend, insult, humiliate or intimidate. It can include racist graffiti, speeches, posters or abuse in public. (Human Rights and Equal Opportunity Commission, 1996).
4. Racial harassment: Behaviour that offends, humiliates or intimidates and that targets a person or group because of their race.

This policy is based on the following key principles.

- Compassion, human rights and equity are fundamental to excellence in care and education and in human resource management practices.
- Racism is best addressed through holistic approaches which engage stakeholders in ongoing dialogue and inquiry into beliefs and practices.

Policy outcomes

1. Racism in all its forms – individual, systemic, cultural, direct and indirect – is challenged and addressed.
2. The rights of individuals are protected, and the effects of racism are redressed.



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Some Clear Examples of Racist Behaviour Not to Be Implemented By Our Members:

1. Harassment is any type of unwelcome behaviour which has the effect of offending, humiliating, or intimidating the person. The behaviour is unwelcome, and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated, or intimidated.
2. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law such as a person's race, sex, pregnancy, marital status or sexual orientation (see characteristic list under Discrimination). Unlawful harassment includes Sexual Harassment.
3. It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. The basic rule is if someone else finds it harassing then it could be harassment. Harassment may be a single incident but is usually repeated. It may be explicit or implicit, verbal or non-verbal, and includes electronic cyber communication.
4. Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability – see definition of Vilification.

Fortunately, we have had very few incidents of racism, discrimination or racial harassment at Mandurah City Football Club and the club has an absolute zero tolerance to any aspects of racism. The Club is committed to the elimination of racial discrimination including direct and indirect racism, racial vilification and harassment. No player, official, parent, supporter or member of our Club should experience racism within the Mandurah City Football Club.

What Happens If You Breach This Policy?

It is a breach of this Policy for any person or organisation to which this Policy applies, to do anything contrary to this Policy. The club executive classifies a breach of this policy to be either minor or major. Minor offences always start at step one while a major breach of policy goes straight to step two.

The Club may impose disciplinary sanctions on members, players, officials, volunteers or supporters in accordance with the stated recommendations of this policy not being implemented/followed and may implement the following maximum sanctions:

- Step one: For minor incidents of this policy breach the offender concerned is warned and their inappropriate behaviour is explained by the Club representatives. This will always involve a clear warning not to repeat a further policy breach. The offender will clearly understand that if further policy breaches occur, they will receive some sanctions stated in the anti-racism policy. The incident is recorded. A written notification will be supplied to the offender.
- Step two: Following a second incident of any policy breach by the same offender (name already recorded) the offender will be given one of the sanction/s outlined below. (a) the imposition of a fine (maximum \$200); (b) suspension up to a maximum of 12 Matches; or (c) expulsion from the Tolland Football Club (delisted as a registered player or official) (d) ban from attending club matches, training sessions, club events/fund raisers or club outings (maximum 12 weeks/matches).



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NOTICE AND DISCIPLINARY SANCTIONS

The Club may enforce the terms of this policy and invoke the sanctions only if it has given the party alleged to have infringed this policy:

- (a) reasonable details of the alleged infringement.
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard in relation to the issues of infringement and sanction.

The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction. If a member disputes the sanction or purported action taken under this policy that party may appeal in accordance with the Grievance Resolution Regulations (outlined in the club constitution) provided that it does so within 7 business days of notice of the sanction.

What Can I Do If I'm Issued with Any of The Above Sanctions?

Accept the issued sanction or seek advice from club officials, the Club Welfare Officer, or other sources to lodge an appeal as stated in the grievance's procedures written in the club constitution.

Policy review

This policy will be reviewed annually to ensure it remains relevant to Mandurah City's operations and reflects both community expectations and legal requirements.

	Name of Creator	Endorsed By	Updates
7 th September 2024	J Webb		Policy Created