



POLICY – Human Resources

Policy Number 03-019 – Member Protection Policy - *Part C- Anti-Discrimination*

Document Control

Version Control

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Approval

Delegation required for approval: Chief Executive Officer

Name: Anna Carroll Position: Chief Executive Officer

A handwritten signature in black ink that reads "A Carroll".

Signature:

Date: 19th May 2014

Purpose and Background

The Netball Queensland Anti-Discrimination & Harassment Policy forms one part of the Netball Queensland Member Protection Policy, and as such, should be read in conjunction with the Member Protection Policy.

Netball Queensland and persons identified in the Member Protection Policy Clause 3 recognise that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discrimination against or harassed because of their age, disability, family responsibilities, gender identity, homosexuality or sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy or breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.

Netball Queensland and persons identified in the Member Protection Policy Clause 3 prohibit all forms of harassment and discrimination based on personal characteristics listed in the definition section of the Netball Queensland Member Protection Policy (Clause 20).

Discrimination and harassment are extremely distressing, offensive, humiliation and/or threatening and create an uncomfortable and unpleasant environment. In most circumstances discrimination and harassment are against the law.

Descriptions of some of the types of behaviour that could be regarded as harassment or discrimination are provided in (Clause 8) of the Netball Queensland Member Protection Policy.

Policy Statement

Netball Queensland aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

Applicability

This policy applies to Netball Queensland and persons identified in Member Protection Policy Clause 3. This policy applied to behaviour occurring both within and outside the course of Netball Queensland business, activities and events, when the behaviour involves individuals associated with Netball Queensland and negatively affects relationships within our sport and work environment.

This policy applies Netball Queensland and persons identified in the Member Protection Policy Clause 3 associated with it. Harassment may occur, for example from:

- Coach to player
- Player to player
- Administration to employee
- Coach to coach
- Coach to administrator
- Player to administrator
- Coach to umpire
- Umpire to coach
- Player to umpire
- Umpire to player; or
- Umpire to administrator

Definitions

Refer to the definitions section at (Clause 20) of the Netball Queensland Member Protection Policy.

Legislative Requirements

Refer to the *Anti-Discrimination Act 1991*.

Procedure

Everyone bound by this policy must refer to the Netball Queensland Member Protection Policy for definitions and categories of harassment and anti-discrimination.

Netball Queensland are responsible for taking all reasonable steps to prevent harassment in our organisation and for ensuring our policy is well known throughout the organisation. This means we will take whatever steps necessary to ensure that everyone in the organisation and all associated with it knows:

- What harassment means;
- That is against the laws; and
- That it will not be tolerated

The Chief Executive Officer has ultimate responsibility for ensuring this organisation and all associations with it are free of harassment.

Netball Queensland have a direct responsibility to make sure persons identified in the Member Protection Policy Clause 3.1 know about this policy and adhere to it.

Financial members and employees will be informed about this policy through distribution to all Regions/ Associations and during the conduct of relevant courses. Netball Queensland is further responsible for ensuring that the policy and procedures are monitored and reviewed regularly.

It will be the responsibility of Netball Queensland to:

- Comply with this policy
- Offer support to anyone who is being harassed and let them know where they can get help and advice
- Maintain complete confidentiality if they provide information during the investigation of a complaint and
- Avoid gossiping or spreading rumours about harassment (except where providing information as part of a legitimate investigation process). Such behaviour can result in legal action for defamation.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, please refer to the complaints procedure outlined in the Netball Queensland Member Protection Policy Part G (Complaints Handling Policy).

Related Document

Netball Queensland's Member Protection Policy