



# Kingborough Lions United Football Club

## Quality Management System

### Diversity and Inclusion Policy

#### Purpose

The purpose of this policy is to demonstrate the club's commitment to and value for diversity and inclusion across all levels of the organisation. The policy also articulates the club's responsibility and commitment to supporting member clubs to be inclusive, value diversity and be free of discrimination. It outlines unacceptable conduct and a complaint process. It is the club's intention that all members are treated fairly and with respect and that no one is denied access through discrimination.

#### Policy

Kingborough Lions United Football Club has Community as one of its cultural pillars and:

1. is committed to and values diversity and inclusion at all levels of the organisation and will support affiliated member clubs to do likewise
2. is committed to ensuring that all members are treated fairly and with respect and that no one is denied access through discrimination
3. is committed to equal opportunity for people to participate in the sport and promotes equitable access for participation in Club activities
4. does not tolerate discriminatory or oppressive behaviour of any kind and will enforce disciplinary action in response to any behaviour deemed as such
5. maintains policies and procedures to ensure equal opportunity and to eradicate discrimination, harassment, vilification, abuse and actions of intolerance
6. when recruiting for Board Members, will actively seek diverse membership which is reflective of our local community. This includes the inclusion of women, men, people from culturally and linguistically diverse backgrounds, people with varying abilities and viewpoints
7. is committed to taking positive action where inequalities exist and the development of a program of on-going training and awareness in order to promote diversity in our sport
8. in seeking for diversity within all aspects of the sport is committed to providing relevant training to its Board Members, staff, club representatives (e.g. Disability Awareness Training. Cultural Awareness Training)

## Prohibited Conduct

1. No club member (of any category) shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:
  - a. race;
  - b. religion;
  - c. gender;
  - d. colour;
  - e. sexual preference, orientation or identity; or
  - f. special ability or disability
2. No club member (of any category) shall engage in conduct which may reasonably be considered to be offensive, abusive, belittling or threatening, or which is otherwise unwelcome and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

## Complaints

All complaints will be provided to the Member Protection Officer who will respond in an equitable and prompt manner under the Member Protection Framework.