



## Anti-Racism Policy

In Australia, it is unlawful to discriminate on the basis of a number of protected attributes including age, disability, race, sex, intersex status, gender identity and sexual orientation in certain areas of public life, including education and employment. Australia's federal anti-discrimination laws are contained in the following legislation:

- [Age Discrimination Act 2004](#)
- [Disability Discrimination Act 1992](#)
- [Racial Discrimination Act 1975](#)
- [Sex Discrimination Act 1984](#)

South Springvale FC has a zero tolerance for any kind of racial, age, sex or disability discrimination against any club member, spectator, officials of the game. Any club member, spectator, officials of the game, found to be guilty of discrimination will face the disciplinary process as listed in our club constitution.

Notification of incidents and complaints can be directed to the club secretary for action and if not resolved by the South Springvale FC committee, the person raising the issue can also contact <https://www.humanrightscommission.vic.gov.au/> for further advice and to lodge a further complaint and investigation.



## Anti-Bullying Policy

Bullying is described as deliberate, hurtful gestures, words or actions that may be repeated over time. Examples include:

- being excluded from a group of friends
- being hit, pushed or kicked
- cyber bullying – receiving offensive text, web based, or social networking messages
- being called offensive names
- having possessions interfered with or stolen
- offensive graffiti

South Springvale FC has a zero tolerance against bullying occurring across all age groups. If you feel you are being bullied by any club member, spectator or official, the first step is to:

- Tell the person(s) involved to stop
- Ask other people to stop, if you observe them bullying someone
- If you are being bullied, or someone you know is being bullied, report it.

If you need to report an incident of bullying – you can speak with your parent, coach, team manager, any member of the South Springvale FC Committee for action. Report bullying as soon as it happens and don't ignore it as it may get worse.

Any incident of bullying will be investigated by a disciplinary committee as per the process outlined in our club constitution. The incident will be recorded by the club secretary and filed for club records.

South Springvale FC committee will also continue to monitor and follow up any incidents reported to ensure the safety and wellbeing of the person affected by bullying.

Further advice and support information can be found at:

<https://kidshelpline.com.au/teens/issues/bullying>

[https://www.lifeline.org.au/get-help/topics/lifeline-services?gclid=EAlaIqobChMI87Xx7qaf5QIVlyQrCh19HQSpEAAYAiAAEgKN6PD\\_BwE](https://www.lifeline.org.au/get-help/topics/lifeline-services?gclid=EAlaIqobChMI87Xx7qaf5QIVlyQrCh19HQSpEAAYAiAAEgKN6PD_BwE)