



Celtic Sports

Anti-Discrimination Policy

Under this policy all employees, officials, volunteers, supporters and participants are treated on their merits, without regard to race, age, sex, marital status or any other factor not applicable to the position. Employees, officials, volunteers, supporters and participants are valued according to how well they perform their duties, their ability and enthusiasm to maintain the standard of service and performance.

Celtic Sports believes no member should tolerate any form of discrimination. All employees, officials, volunteers and players have the right to work and play in an environment free of discrimination and harassment.

DISCRIMINATION, WHAT IS IT?

Discrimination occurs when a person is treated unfavourably due to one of their personal characteristics.

Discrimination may take the form of:

- Offensive jokes or comments about a person's racial or ethnic background, sex, sexual preference, age, disability or physical appearance.
- Displays of pictures, computer graphics, e-mails or Internet information which is offensive or derogatory.
- Expressing negative stereotypes of particular groups, eg. 'women shouldn't be given a job because they will eventually get pregnant.'
- Judging a person on their political or religious beliefs rather than their performance.
- Using stereotypes or assumptions to guide decision making about a person's playing or working career.
- Undermining a person's authority or work performance because you dislike one of their personal characteristics.

LEGAL PERSPECTIVE

Under Federal and State Anti-Discrimination Laws, discrimination in employment, or other activities such as volunteering and playing sport, on the following grounds, is against the law:

Age

Criminal record

Impairment

Lawful sexual activity

Marital status

Parental status

Political belief and activity

Pregnancy

Race

Religion
Sex
Social origin
Trade union activity.

GUIDELINES TO PROTECT UNIONS AND CLUBS

The provision of a discrimination free environment, requires a club to take responsibility for the following:

- Communication of this policy and guidelines to all members.
- Ensuring that all employees, officials, volunteers and players are treated equitably and are not subjected to discrimination.
- Ensuring any reports of discrimination or harassment will be treated seriously and investigated promptly (or set in motion), confidentially and impartially.
- Ensuring that people who make complaints, or witnesses, are not victimised in any way.
- Communication of the reporting procedures and disciplinary action for any discrimination.

GUIDELINES TO PROTECT UNION MEMBERS

As a member, each individual has responsibilities to reduce the likelihood of discrimination in the club.

These include:

- Treating all other members with respect.
- Promoting the ideas of anti-discrimination, particularly to younger members.
- Making the unions and club aware of any discrimination that may be taking place.

All members should be aware of the legal term 'vicarious liability'. If a person is acting on behalf of an organisation, the organisation can be held liable for the behaviour of that person, even if there is no deliberate contribution, by the organisation, to that behaviour. In Rugby Union terms, if a volunteer harasses or discriminates against a player or other member while representing the union or club, the unions or club can be held liable if the complaint is pursued in the courts.