



Policy 4.05 Anti-Discrimination and Harassment

Introduction

Wanderers Football Club is committed to ensuring that the working environment is free from discrimination and harassment in accordance with the *Queensland Anti-Discrimination Act 1991*, *Human Rights ACT QLD 2019* and the principles of the *United Nations Declaration of Human Rights 1948*.

Policy Statement

Wanderers Football Club prohibits any form of sexual harassment, which is any form of unwelcome sexual attention that is offensive, intimidating or humiliating.

It also prohibits discrimination on the basis of any and all identifiers including but not limited to the following:

- gender
- marital status
- pregnancy
- parental status
- breastfeeding
- age
- race
- impairment
- religion
- political belief or activity
- trade union activity
- lawful sexual activity
- gender identity
- sexuality
- family responsibilities
- association with, or relation to, a person who has any of the above attributes.

It is expected that every Wanderers Football Club employee has a responsibility not to participate in discriminatory or harassing behaviour within the club.

Principles

Wanderers Football Club has a legal, ethical and moral responsibility to ensure that employees, students, their families, volunteers, coaches, Board Members and other stakeholders engaged with Wanderers Football Club are not subjected to behaviors, practices or processes that may constitute discrimination, harassment, vilification, or victimisation and is therefore committed to developing an environment which promotes respect for persons, integrity and equitable treatment.

Process

Should any listed member feel that they have been the victim of unlawful discrimination or harassment they should report the incident immediately to the appropriate Manager.



Allegations of discrimination or harassment will be treated seriously and dealt with in accordance with the complaints process. Wanderers Football Club will take all reasonable steps to ensure that no individual will be victimised as a result of taking action against discrimination or harassment or as a result of supporting a person who lodges a complaint.

Consequences of breach of policy

Discrimination and harassment will not be tolerated under any circumstances, and disciplinary/legal action will be taken against any individual who breaches this policy.

Related Legislation or Standards / Departmental Documents

Anti-Discrimination Act 1991

Human Rights ACT QLD 2019

Related Policies and Documents

6.06 Club Bullying and Harassment Policy

5.01 Complaints, Disputes and Appeals Policy

4.03 Prevention of Harm and Abuse

Complaints Form

5.1.1 Complaints and Disputes Procedure

Grievance Procedure