



KEW FOOTBALL CLUB RACIAL & RELIGIOUS TOLERANCE POLICY – SEASON 2011



COMMITMENT

The Kew Football Club ('The Club') is committed to an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

The Club, as a member club of the Victorian Amateur Football Association (VAFA), is bound by the Racial and Religious Policy as adopted by the Association (refer to the Policy Statement below).

The Club will ensure that this Policy is communicated to spectators and participants of the Club. It will also ensure that participants of the Club receive an anti-racial and religious vilification and racial discrimination briefing on an annual basis.

Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination. In the event a complaint is made under this policy the Club shall ensure that the parties are informed of their rights.

POLICY STATEMENT

No player, official or supporter of the Kew Football Club shall speak to, or at, or about, any person in a manner which abuses, threatens, disparages, vilifies or insults the other person on the basis of that person's attributes including race, gender, religion, physical characteristics, colour, descent, national or ethnic origin or any other personal characteristics.

AUTHORISED PERSONS

The President of the Kew Football Club (the President) is the senior decision-maker in the Club's Complaints Process and is responsible for ensuring that any breach of this Policy is responded to in an equitable and prompt manner.

Should the President be absent for a significant period, he/she must nominate a person to act on his/her behalf should the process need to be enacted.

MANAGEMENT OF COMPLAINTS

1. In the event that it is alleged that a supporter or participant of the Kew Football Club has contravened this Policy the Club will investigate the alleged breach and act in a manner it deems appropriate in accordance with the Club's Code of Conduct.

2. At all times, the Kew Football Club's President shall make every effort to ensure that confidentiality is maintained at all times during the complaints process and that the outcome of the complaints process remains confidential;
3. In the case of Part 1, the President shall inform the person alleged to have contravened the Policy (the respondent) of the complaint and provide the respondent with an opportunity to respond to it.
4. The President shall obtain written statements from any witnesses identified by either party to the complaint, and where available any other evidence.
5. The President shall, where necessary, arrange for the complaint to be conciliated by an independent conciliator agreed upon by both parties.
6. The President shall ensure that where a matter is resolved by conciliation, or other agreed method, the only public statement that shall be made shall be agreed to by both parties to the complaint and the Club's President.
7. In the event that it is alleged that a spectator or participant from another club has contravened the VAFA Racial and Religious Policy, the Kew Football Club will investigate the alleged breach and, if necessary, formally report such breaches to the VAFA for investigation.

CLUB'S LIABILITY

The Club may be vicariously liable for conduct engaged in by a participant, where found to have contravened this Policy, if the Club is unable to establish that it took reasonable precautions to prevent the participant from engaging in that conduct.

POLICY REVIEW

This policy will be reviewed on an annual basis. This will ensure that the policy remains current and practical.


Brian Cullen
President


Ben Woodhouse
Secretary