



TOWNSVILLE CITY NETBALL ASSOCIATION INC.			
ANTIDISCRIMINATION, HARASSMENT AND BULLYING POLICY			
Policy type	TBC	Version	V2.0
Board Approval Date	14/11/2022	Review Date	14/11/2023

Our commitment

Townsville City Netball Association Inc. (TCNAI) is committed to providing a sporting environment where all those involved in netball activities are treated with dignity and respect.

TCNAI recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed or bullied because of their age, disability, family responsibilities, gender identity, homosexuality or sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy or breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.

TCNAI values diversity and supports the inclusion of community members with varied backgrounds, abilities, beliefs, and histories

The scope of this policy

This policy refers to the unacceptable behaviours of discrimination, sexual harassment, and bullying as they apply to all employees, players, coaches, umpires, volunteers, and spectators associated with TCNAI and or its events and activities.

The Board of Directors is ultimately responsible for ensuring that Townsville City Netball Association Inc., and all persons identified in this policy are free from harassment, discrimination, and bullying.

TCNAI responsibilities

TCNAI will meet its legal obligations regarding discrimination and harassment.

TCNAI will take all reasonable steps to prevent discrimination, harassment and bullying in our organisation and for ensuring our policy is well known throughout the organisation.

This means we will take whatever steps necessary to ensure that everyone in the organisation and all associated with it knows:

- What discrimination, harassment, and bullying mean.
- That is against the laws; and
- That it will not be tolerated

TCNAI will take seriously and investigate all cases of harassment, discrimination or bullying that are reported through the grievance procedure.

TCNAI will offer support to anyone who is being harassed, discriminated against, or bullied and let them and direct them to where they can seek further help and advice.

TCNAI will maintain complete confidentiality of any information provided during the investigation of a complaint.

TCNAI will actively discourage gossiping and rumours about these circumstances, such behaviour can result in legal action or defamation.

TCNAI will appoint its staff (paid and volunteer) based on merit and support them to work in an environment free from discrimination and harassment.

Persons who are found to be behaving contrary to this policy will be subject to disciplinary action in accordance with the nature and severity of the issue. If required, the complaints policy processes will be implemented.

Definitions

- Discrimination means treating a person less favourably than another person because of that person's individual characteristics such as age, gender, and sexual orientation. Discrimination is against the law.
- Harassment refers to sexual harassment which involves unwanted or unwelcome sexual behaviour which can be expected to make a person feel intimidated embarrassed or offended.

Related Documents

- TCNAI Complaints Policy
- TCNAI Code of Behaviour

For further information regarding discrimination refer to [QHRC : Queensland Human Rights Commission](#)

This policy is in accordance with the following legislation

- *Australian Human Rights Commission Act 1986 (Commonwealth)*
- *Racial Discrimination Act 1975 (Commonwealth)*
- *Disability Discrimination Act 1992 (Commonwealth)*
- *Age Discrimination Act 2004 (Commonwealth)*
- *Sex Discrimination Act 1984 (Commonwealth)*
- *Industrial Relations Act 2016 (Qld)*

For further details regarding these Acts please refer to

<https://www.legislation.qld.gov.au/browse/inforce> for Commonwealth legislation

<https://www.legislation.qld.gov.au/browse/inforce> for Qld legislation

