

MT ALEXANDER WOMEN'S SPORTS CLUB



Cultural Safety and Inclusion Policy

Introduction:

The Mt Alexander Women's Sports Club ("MAWSC" or "the Club") has established a Cultural Safety and Inclusion Policy to ensure that all individuals connected with the club, whether as committee members, players, volunteers, supporters or members of the public affected by club activities feel culturally safe, acknowledged, respected and valued. The Cultural Safety and Inclusion Policy outlines how the Club will establish and uphold standards of behavior that creates an environment of equality and non-discrimination.

Policy Statement:

The right to maintain one's own culture and language is a basic human right that is protected under Article 27 of the United Declaration of Human Rights. Operating with a culturally safe set of standards at the Club ensures that all individuals – players, coaches, committee members, visitors and community members - are treated with respect and that their individual cultural needs and practices are valued.

These may include a person's country of birth, visa status, employment status, language, political opinions, religion, gender, age, sexuality or disability. Club members will in no way diminish, demean or disempower any person on the basis of their cultural identity, needs, ways or language.

The Club is bound by the Club Code of Conduct, and legislation including the Racial and Religious Tolerance Act 2001 (Vic); the Racial Discrimination Act 1975 (Cth) and the Equal Opportunity Act 1995 (Vic). The Club also recognizes the Charter of Human Rights and Responsibilities.

The MAWSC recognize the following principals:

- All people are entitled to mutual respect and understanding regardless of their cultural, religious, racial and linguistic backgrounds.
- All people (regardless of background) are equally entitled to access opportunities and participate in and contribute to the Club.

Responsibility:

It is the responsibility of the Club's committee to ensure that policies and procedures are put in place to ensure that all members of the club (including players, coaches, officials, volunteers, parents and supporters) are operating within an environment of cultural safety and mutual respect.

Cultural safety and inclusion practices:

All Members of the Club (including players, coaches, officials, volunteers, parents and supporters) are required to comply with the following:

- Members of the Club must always be respectful of all cultural practices and needs.
- No person that is a member, coach, volunteer, official or spectator of MAWSC shall engage in conduct that offends, humiliates, intimidates, ridicules, incites, threatens, disparages, or insults another person on the basis of that person's race, religion, nationality, ethnicity or descent.
- MAWSC encourages club members to take pride in their culture, language, dress, food, practices and beliefs.
- Members of the Club are encouraged and are able to wear culturally appropriate clothing to MAWSC activities and events, if they desire.
- Members of the Club will not engage in stereotyping, discriminating, behaving or speaking in a racist manner or communicating in any way that can be hurtful, harmful, disrespectful or derogatory.
- Members of the Club will actively respond to behaviours or practices that go against our policy and speak with a member of the committee.

Reporting guidelines:

Club members are encouraged to report conduct which does not align with these principles to any of the following people at the club:

- Player Leaders or Coaches
- Members of the Committee
- If you wish to make an anonymous report, a submission can be made via the club website or via e-mail to football@mtalexanderfalcons.com.au

Sanctions:

The MAWSC Committee may apply the following sanctions to any member, player, parent, coach, club official or supporter found to be in breach of the Cultural Safety and Inclusion Policy based on the seriousness and frequency of their behaviour:

1. Caution
2. Direction to leave the club event
3. Attendance at a meeting with members of the Committee of Management to discuss the breach and appropriate sanction/s
4. Additional club duties
5. Participation in personal development
6. Suspension from club activities (including games)
7. Expulsion from the Mt Alexander Women's Sports Club.

In the event that the breach requires attendance at a meeting with the Committee, the committee will be comprised of at minimum, the Club President, Club Vice President and Club Secretary.

Any club person who is alleged to have breached the code of conduct will always be given a "right of reply". They will also be offered the opportunity to bring a support person to any official discussions regarding the alleged breach. In the case of a dispute with the Committee, an independent mediator may be retained to mediate the dispute.

The Mt Alexander Women's Sports Club will at all time ensure that any person undergoing any of the above procedures will be dealt with in a sensitive and confidential manner, irrespective of the alleged breach of the Rule or Code of Conduct.

Mt Alexander Women's Sports Club will maintain a record of issues and outcomes arising from the implementation of this policy.

Review:

This policy will be reviewed bi-annually or sooner if required.

Policy review and version tracking			
Version	Date Approved	Approved by	Next Review Due
1	June 2022	Mt Alexander Women's Sports Club Committee	June 2024
2			
3			