

**RACISM.
IT STOPS
WITH ME**

**RACISM.
NOBODY WINS.**

**MATERIAL TO SUPPORT
THE MEMBER PROTECTION
POLICY**



**Australian
Human Rights
Commission**

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FOREWORD

This resource contains information about racial discrimination and anti-racism, to support member protection policies. Both Play by the Rules¹ and Sport Integrity Australia² have Member Protection Policy Templates, which aim to protect those involved in sport from discrimination, harassment, bullying and abuse. If you are using one of these templates, consider issuing an additional position statement that incorporates the below content about racial discrimination, inclusive practice and your commitment to anti-racism. If you are creating your own Member Protection Policy, also consider incorporating the below content.

The Play by the Rules Member Protection Policy Template is available at:
<https://www.playbytherules.net.au/resources/templates/member-protection-policy>

In addition, Sport Integrity Australia has a Member Protection Policy Template as part of the National Integrity Framework, which is linked to an independent complaints process managed by Sport Integrity Australia. This is available at: <https://www.sportintegrity.gov.au/sites/default/files/NIF%20Member%20Protection%20Policy.pdf>

RACIAL DISCRIMINATION

[Organisation] is committed to providing an environment that is free from racism and racial discrimination. We understand that racism has the potential to result in significant negative consequences for an individual's health and wellbeing and we regard racism in all forms as unacceptable at our organisation.

Racial discrimination occurs when a person is treated less favourably, or not given the same opportunities, as others in a similar situation, because of their race, the country where they were born, their ethnic origin or their skin colour.³ Racial hatred involves behaviour such as saying something in public that is reasonably likely to offend, insult, humiliate or intimidate a person or group because of their race, colour, or national or ethnic origin.⁴ Racial discrimination can include actions of an individual or group.

If any person believes they are being, or have been, discriminated against or harassed by another person or organisation bound by this policy, they may make a complaint via the organisation's complaint process.

INCLUSIVE PRACTICE

[Organisation] will support, respect and encourage people from First Nations and culturally diverse communities to participate in our club and where possible we will promote inclusive practice by:

- respecting and accommodating religious and cultural dates and commitments during the sporting season and events
- accommodating and providing culturally and religiously appropriate uniforms
- providing multifaith facilities (e.g. prayer rooms)
- regular assessment of potential barriers to membership and participation for people of culturally and linguistically diverse, or First Nations communities, and implementing measures to address these
- providing membership financial subsidies to promote diversity of participants.

COMMITMENT TO ANTI-RACISM

[Organisation] takes a whole of organisation approach to anti-racism, and is committed to embedding these principles in all of its operations and dealings.

[Organisation] commits to:

- employing an equity framework for the attraction, recruitment, and retention of employees
- regularly reviewing internal policies to reduce barriers to employment and access to senior leadership positions. This includes ensuring that organisational policies and procedures promote and support cultural diversity in senior leadership positions
- explicitly communicating our commitment to cultural diversity and anti-racism through our organisation's mission and important documents, such as our strategies, policies and job descriptions, including online and social media
- developing and periodically reviewing strategies and initiatives to promote cultural diversity and anti-racism in the workplace
- ensuring that these policies, strategies and initiatives are developed in direct consultation with First Nations and culturally diverse staff, or external consultants where necessary
- appropriately remunerating First Nations and culturally diverse staff for their contributions to the development of culturally safe strategies, policies and initiatives, or ensuring that these staff have their workloads appropriately adjusted.

ENDNOTES

¹Play by the Rules, *Member Protection Policy* (Template, April 2016)

<https://www.playbytherules.net.au/resources/templates/member-protection-policy>

²Sporting Integrity Australia, *National Integrity Framework: Member Protection Policy Template* (Template, 2021) <https://www.sportintegrity.gov.au/sites/default/files/NIF%20Member%20Protection%20Policy.pdf>

³Australian Human Rights Commission, *Racial Discrimination* (Report, November 2014) https://humanrights.gov.au/sites/default/files/GPGB_racial_discrimination.pdf

⁴Australian Human Rights Commission, *Racial Discrimination* (Report, November 2014) https://humanrights.gov.au/sites/default/files/GPGB_racial_discrimination.pdf



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