



Title	Bullying Policy
Doc #	1
Version	1/1
Last Review Date	2020-09
Created Date	2020-06

TMFNC Vilification and Discrimination Policy

This policy aims to demonstrate the strong commitment of the management, staff and volunteers of the Terang Mortlake Football Netball Club to the rights of individuals at the TMFNC. This policy will help to ensure the club:

- Is committed to fostering and maintaining a sporting environment which promotes understanding, accepts the unique differences of all persons affiliated with or interested in Australian Football and Netball, and recognises the need to prohibit certain discriminatory or vilifying conduct.
- To this end, the TMFNC has regard to and adopts the overarching AFL Vilification Policy, in setting forth this document which establishes the means of redress for players and officials aggrieved by what they reasonably consider to be vilification or discrimination based on their individuality.

This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Players
- Parents/Guardians
- Spectators

Commitment to Child Safety:

All children who are a part of the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. The Club aims to create a child safe and child friendly environment where children feel safe and have fun and the Club's activities are always carried out in the best interests of the children.

General Principles:

No person shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

- Race
- Religion
- Gender
- Color
- Sexual preference, orientation or identity
- Special ability or disability.

Non Compliance:

In the first incident of behaviour that is deemed to be non-compliance with this policy and/or not acceptable by the club an Official Notice of Warning will be issued, with focus on education, however further sanctions may also apply dependent upon severity and consequences of offence. If a repeat offence occurs then further sanctions, including suspensions may be implemented. Concerns for child safety or breaches of law will be referred directly to appropriate authorities.