



c/o ANU Sport Building 19
North Road, ACTON ACT 2617

communication@anufc.org.au
ABN: 14 338 276 791

facebook.com/anufc

ANUFC Anti-Racism Policy

POLICY STATEMENT

ANUFC rejects all forms of racism. We are committed to the elimination of racial discrimination in football – including direct and indirect racism, racial vilification and harassment.

No player, coach, official or community member should experience racism within the learning or working environment. Eradicating expressions of racism, and challenging the attitudes that allow them to emerge, is the shared responsibility of all ANUFC members.

All members contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that sanctions are applied against racist and discriminatory behaviours.

Members have access through ANU and CF to trained anti-racism contact officers and provide timely and professional responses to complaints regarding racism.

AUDIENCE AND APPLICABILITY

This policy applies to all members of ANUFC. It also applies to non-members who attend any ANUFC organised sessions/events.

CONTEXT

Racism takes many forms and can happen in many places. It includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.

People often associate racism with acts of abuse or harassment. However, it doesn't need to involve violent or intimidating behaviour. Take racial name-calling and jokes. Or consider situations when people may be excluded from groups or activities because of where they come from. Studies show that experiencing racism has profound effects on people's health and welfare. The effects can include feelings of sadness and anger, even anxiety and depression. The regular experience of racism can lead to people withdrawing from work or study and diminish their quality of life. To dismiss claims of racism as just banter is to use football as a shield for prejudice. It is deeply disturbing that this kind of racism may influence whether a player decides to take the field for one match or is forced out of the game for good

EXAMPLES OF RACISM

This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

LEGISLATION

The [ACT Discrimination Act \(1991\)](#) along with the [Commonwealth Racial Discrimination Act \(1975\)](#) make racial discrimination and vilification illegal in the ACT. These Acts provide the legislative context and foundation for the Anti-Racism Policy of the ANUFC.

The ANUFC Dispute Resolution Policy establishes the standard approach to resolving complaints about racism that must be used in all situations.

RESPONSIBILITIES AND DELEGATIONS

ANUFC are committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

The ANUFC committee is responsible for ensuring the implementation and monitoring of the policy and the inclusion of anti-racism strategies and targets.

The committee is responsible for examining club practices and procedures to ensure they are consistent with the policy; nominating an anti-racism contact officer and ensuring they are trained; and including anti-racism education strategies in their school plans.

All officials are responsible for monitoring their own behaviour to ensure that it does not result in anyone experiencing racism.

All coaches are responsible for supporting their players to develop an understanding of racism and discrimination and the impact on individuals and the broader community.

MONITORING AND REVIEW

The club will report on the progress of anti-racism strategies, identified in their in the course or club operations, through their Annual Reports.

The club is required to maintain records of complaints concerning racism and their resolution in accordance with the Dispute Resolution Policy.