



INCLUSION POLICY WARRANDYTE CRICKET CLUB DRAFT

Purpose of Our Policy

The main objective of the Warrandyte Cricket Club Inclusion Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

Who Our Policy Applies To

This policy applies to everyone involved in the activities of our club whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others
- referees, umpires and other officials
- athletes;
- members, including any life members
- parents
- spectators.

Extent of Our Policy

Our policy covers all matters directly and indirectly related to the Warrandyte Cricket Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



our club or sport into disrepute or there is suspicion of harm towards a child or young person.

Club Responsibilities

We will:

- adopt, implement and comply with this policy
- ensure that this policy is enforceable
- publish, distribute and promote this policy and the consequences of any breaches of this policy
- promote and model appropriate standards of behaviour at all times
- deal with any complaints made under this policy in an appropriate manner
- deal with any breaches of this policy in an appropriate manner
- recognise and enforce any penalty imposed under this policy
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies
- seek advice from and refer serious issues to Cricket Victoria.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national bodies request to be referred to them.

Individual Responsibilities

Everyone associated with our club must:

- make themselves aware of the contents of this policy
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy
- treat other people with respect
- be responsible and accountable for their behaviour
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment, bullying or other inappropriate behaviour
- comply with any decisions and/or disciplinary measures imposed under this policy.

Discrimination, Harassment and Bullying

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com

Est. 1855 Affiliated with the Ringwood District Cricket Association (RDCA) since 1977. 1st XI Premierships 1906/07, 1920/21, 1936/37, 1939/40, 1947/48, 1956/57, 1979/80, 1981/82, 1983/84 & 2014/2015.



Our club is 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, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purpose of determining discrimination, the offender's awareness and motive are irrelevant.

Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment involves unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti-discrimination laws.

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



The following is a list of all the personal characteristics that apply throughout Australia:

- gender
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration
- national extraction or social origin
- marital status, relationship status, identity of spouse or domestic partner
- pregnancy, potential pregnancy, breastfeeding
- family or carer responsibilities, status as a parent or carer
- age
- religion, religious beliefs or activities
- political beliefs or activities
- lawful sexual activity
- sexual orientation and gender identity
- profession, trade, occupation or calling
- irrelevant criminal record, spent convictions
- irrelevant medical record
- member of association
- physical features
- disability, mental or physical impairment
- defence service
- personal association with someone who has, or is assumed to have, any of these personal characteristics.

Legislation also prohibits:

- racial, religious, homosexual, transgender and HIV/AIDS vilification; and
- victimisation resulting from a complaint.

Bullying

The Warrandyte Cricket Club is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable at our club.

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or group.

Whilst generally characterised by repeated behaviours, one off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism
- excluding or isolating a group or person
- spreading malicious rumours
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. The Warrandyte Cricket Club will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint.

Inclusive practices

Our club is welcoming and we will seek to include members from all areas of our community.

The following are examples of some of our inclusive practices.

People with a disability

The Warrandyte Cricket Club will not discriminate against any person because they have a disability. Where it is necessary, we will make reasonable adjustments (e.g. modifications to equipment and rules) to enable participation.

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

Sexual & Gender Identity

All people, regardless of their sexuality or gender identity, are welcome at our club. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.

Pregnancy

Warrandyte Cricket Club is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our club's activities. We will not tolerate any discrimination or harassment against pregnant women.

We will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child, is of utmost importance in their decision-making about the extent they choose to participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with Warrandyte Cricket Club. We will only require pregnant women to sign a disclaimer in relation to their participation in our sport whilst they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person bound by this policy, she may make a complaint (see section 10).

Girls playing in boys teams

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



Warrandyte Cricket Club will support girls playing in boys teams.

Responding to Complaints

Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously
- the person making the complaint (complainant) will be given full details of what is being alleged against them and have the opportunity to respond to those allegations
- irrelevant matters will not be taken into account
- decisions will be unbiased
- any penalties imposed will be reasonable.

More serious complaints may be escalated to Cricket Victoria

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club may need to report the behaviour to the police and/or relevant government authority.

Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. President, Member Protection Information Officer) will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support
- explain the different options available to help resolve the complainant's concern
- inform the relevant government authorities and/or police, if required by law to do so
- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation)

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



- gathering more information (e.g. from other people that may have seen the behaviour)
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. State Department of Sport or anti-discrimination agency)
- referring the complaint to Cricket Victoria
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to Cricket Victoria and an investigation is conducted, the club will:

- co-operate fully with the investigation
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s)
- act on Cricket Victoria's recommendations.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

Disciplinary Sanctions

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable
- be based on the evidence and information presented and the seriousness of the breach
- be determined by our constituent documents, by Laws and the rules of the game.

Possible sanctions that may be taken include:

- a direction that the individual make verbal and/or written apology
- counselling of the individual to address behaviour
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com



- suspension or termination of membership, participation or engagement in a role or activity
- de-registration of accreditation for a period of time or permanently
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

Appeals

The complainant or respondent may be entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by our club) to Cricket Victoria. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

Policy review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES

DocuSigned by:
Bill Stubbs
090CB2FF96B041F...
Signed: _____
Club President
Date: 10/11/2021

DocuSigned by:
Robert Hay
3DF0E5CBB555455...
Signed: _____
Club Secretary
Date: 10/11/2021

Next policy review date is **September 2022**

President
Bill Stubbs
0416 057 008
president@warrandytecc.com

Secretary
Robert Hay
0412 261 287
secretary@warrandytecc.com

Treasurer
Mick Canty
0426 149 262
treasurer@warrandytecc.com

Est. 1855 Affiliated with the Ringwood District Cricket Association (RDCA) since 1977. 1st XI Premierships 1906/07, 1920/21, 1936/37, 1939/40, 1947/48, 1956/57, 1979/80, 1981/82, 1983/84 & 2014/2015.