



# WOODVILLE LACROSSE CLUB Inc

Established 1899

## ANTI-DISCRIMINATION AND HARASSMENT POLICY

Effective Date: 13 January 2023

Review Date: 13 January 2024

The Woodville Lacrosse Club aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

The Woodville Lacrosse Club is committed to ensuring that everyone involved with lacrosse is protected from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation and vilification.

This Policy seeks to ensure that everyone involved in the Woodville Lacrosse Club is aware of their rights and responsibilities. This Policy sets out the standards of behaviour expected of those involved in lacrosse and the behaviours that are not acceptable ('Prohibited Conduct').

### Prohibited Conduct

A Relevant Person or Relevant Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against one or more Relevant Persons (club persons or opposition club persons) or Relevant Organisations (opposition clubs), in the circumstances outlined below:

1. Abuse means any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means.
2. Bullying means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing.
3. Harassment means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment.
4. Sexual Misconduct means:
  - (a) Sexual Harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and
  - (b) Sexual Offences, which include any criminal offence involving sexual activity or actions of indecency.

5. Unlawful Discrimination includes:

- (a) Direct Discrimination, when a person or group of people is treated less favourably than another person or group, because of a personal characteristic; and
- (b) Indirect Discrimination, when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share, where such personal characteristic is protected by applicable anti-discrimination legislation.

6. Victimisation means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

7. Vilification means a public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, sexuality or gender.

The Woodville Lacrosse Club recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed.

The Woodville Lacrosse Club prohibits all forms of harassment and discrimination not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

Should an individual be identified to be in breach of this policy, the matter will be tabled at a disciplinary hearing to determine the appropriate penalty to the infringement.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, please refer to our [grievance procedure](#) on our website ([www.warriorslax.com](http://www.warriorslax.com)).