



VILIFICATION AND DISCRIMINATION POLICY



Rationale

The Park Orchards North Ringwood Parish Junior Football Club has a zero tolerance to vilification and discrimination, whether on-field or off-field. All members and visitors at the Club have a right to feel welcome and are considered equal.

Policy Statement

PONRPJFC 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 recognises the need to prohibit vilifying or discriminatory conduct. To this end, PONRPJFC is aligned with the [AFL Vilification Policy](#), 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.

Definition of Vilification & Discrimination

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
- Colour
- Sexual preference, orientation or identity or
- Special ability or disability

Reporting of Vilification or Discrimination

The Club urges anyone who observes or is the target of vilification or discrimination to report it immediately to a Team or Club official (Coach, Team Manager, Assistant Coach or Committee member) for the appropriate escalation and action.

Specific details of the matter should also be emailed by the person reporting the incident to childsafetyofficer@sharksjfc.org.au.

The Child Safety Officer, or in their absence a Committee Member, will make contact with the member and their parents to investigate the concern / incident and determine the appropriate action to be taken.