



DISCRIMINATION, RACISM AND BULLYING POLICY

Approval Date	21st March 2024
Version	1
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1. **Statement of Inclusivity:** Glen Iris Junior basketball club is committed to providing a safe, welcoming, and inclusive environment for all participants, regardless of gender, disability status, race, religion, or any other characteristic. Discrimination, racism, and bullying have no place in our club and will not be tolerated under any circumstances.
2. **Definition of Discrimination, Racism, and Bullying:**
 - **Discrimination:** Any form of unfair treatment, prejudice, or bias against an individual or group based on their gender, disability status, race, religion, or other protected characteristic.
 - **Racism:** Discriminatory behavior, attitudes, or actions directed towards individuals or groups based on their race, ethnicity, or nationality.
 - **Bullying:** Intentional, repeated, and harmful behaviour, whether physical, verbal, or emotional, that targets an individual or group with the intent to intimidate, harm, or humiliate.
3. **Examples of Unacceptable Behavior:**
 - Making derogatory or offensive remarks or jokes based on gender, disability status, race, religion, or other protected characteristic.
 - Excluding or isolating individuals or groups based on their differences.
 - Engaging in acts of racism, such as using racial slurs or stereotypes, or displaying racially offensive symbols.
 - Participating in bullying behaviours, including teasing, taunting, physical aggression, or cyberbullying.
 - Treating individuals or groups unfairly or disrespectfully due to their identity or background.
4. **Responsibilities of Participants:**
 - **Players:** Players are expected to treat their teammates, opponents, coaches, officials, and spectators with respect and dignity, regardless of differences. They should speak out against discrimination, racism, and bullying, and report any incidents to their coach or club officials.
 - **Coaches:** Coaches are responsible for creating a positive and inclusive team culture, where discrimination, racism, and bullying are not tolerated. They should lead by example, address any inappropriate behaviour promptly, and provide support to victims.

- Parents: Parents play a crucial role in promoting a culture of respect and inclusion within the club. They should model positive behaviour for their children, support club initiatives to prevent discrimination and bullying, and report any concerns to club officials.
- Officials and Volunteers: Officials and volunteers should intervene if they witness discrimination, racism, or bullying during games or events, and report incidents to club officials for further action.

5. Reporting Procedure:

- Any participant who experiences or witnesses discrimination, racism, or bullying should report the incident to their coach, club official, or designated club contact immediately.
- Reports will be taken seriously, investigated promptly, and addressed confidentially, with appropriate action taken to address the behaviour and support the victim.
- Retaliation against individuals who report incidents of discrimination, racism, or bullying will not be tolerated and may result in disciplinary action.

6. Consequences for Violations:

- Violations of this policy may result in disciplinary action, up to and including suspension or expulsion from the club, depending on the severity of the offense.
- Club officials will work to educate participants about the importance of inclusivity and respect, while also holding individuals accountable for their actions.

7. Education and Training:

- The club will provide education and training to coaches, players, parents, officials, and volunteers on topics related to diversity, inclusion, and preventing discrimination, racism, and bullying.
- These efforts will include workshops, seminars, and resources designed to promote understanding, empathy, and positive behaviour among all participants.

8. Review and Revision:

- This policy will be reviewed regularly to ensure its effectiveness and relevance to the needs of the club. Any necessary revisions will be made in consultation with club stakeholders.

By implementing and enforcing this Discrimination, Racism, and Bullying Policy, Glen Iris Junior Basketball club is committed to creating a safe and inclusive environment where all participants can enjoy the sport of basketball free from discrimination, racism and harassment.