

Vilification and Discrimination Policy

AFL Masters Victorian Metropolitan Football League Inc. enables mature players (over 35) the opportunity to participate in Australian Rules Football, and compete with similarly aged players in a safe, well organised and enjoyable atmosphere. We are committed to fostering and maintaining an environment which promotes understanding and accepts the diversity of all persons affiliated with or interested in playing or supporting Australian Football.

'Vic Metro' is AFL Masters Victorian Metropolitan Football League Inc.

The Policy

No player, official, or supporter of a member club of the League shall speak to, at, or about, abuse, threaten, disparage, vilify, insult or engage in conduct which may be considered to incite hatred towards, contempt for, ridicule of, or discrimination against a person or group of persons on the basis of that persons:

- race;
- religion;
- gender;
- physical characteristics;
- colour;
- decent;
- national or ethnic origin;
- sexual preference, orientation or identity; or
- special ability or disability.

It is a League requirement that President's:

1. read out and promote this policy to their club; and
2. place this three (3) page policy on their notice board, visible for all patrons.

Appointment of League Complaints Officer and Club Complaints Officer

The League has appointed a League Complaints Officer (The Secretary) to ensure that any breach of this Policy is responded to in a timely and efficient manner. His contact details are;

Name: Andrew McLellan
Email: secretary@aflvm.com.au
Ph: 0417 009 924

Confidentiality and Records

Confidentiality must be maintained, by all parties, throughout the Complaints Process.

No person involved in the Complaints Process shall publicly comment on any aspect of the Process without prior written agreement of all parties.

Step 1 – Lodging the Complaint

In the event that it is alleged that a person has engaged in Prohibited Conduct, a Participant may, by 5:00pm on the first working day following the day on which the Prohibited Conduct is alleged to have occurred, lodge a Complaint with his Club's President (or in his absence his Club's Secretary) or the Clubs 'Complaints Officer'.

The Club President must then lodge an official Complaint in writing, setting out all circumstances and details of the event, by 5:00pm on the Wednesday following the day of the match when the event occurred. The Complaint is to be lodged with the League's Complaints Officer. The Club President shall take no further action once the Complaint has been lodged with the League unless otherwise instructed by the League's Complaint's Officer.

Step 2 - Preliminary Resolution Process

The League Complaints Officer shall then take all reasonable steps within the next three (3) days following the day on which the Complaint was lodged by the President, to achieve an Informal resolution if, in the reasonable opinion of the League Complaints Officer, the Complaint is capable of an Informal Resolution.

In circumstances where in the reasonable opinion of the League Complaints Officer a Complaint cannot be resolved by way of Informal Resolution, then the League Complaints Officer shall proceed to Conciliation in accordance with below.

Step 3 - Formal Conciliation Process

The League Complaints Officer shall;

1. make every effort to ensure that the person alleged to have breached this policy and his club's President, are both informed of the specifics of the complaint and the Complaint Process; and
2. provide both those person with an opportunity to respond to the Complaint;
3. inform the President of the League that a Complaint has been received;
4. seek statements from any witnesses identified by the parties to the Complaint;
5. where available, obtain any other relevant evidence;
6. make available to all parties all witness statements or any other evidence obtained in the course of the investigation
7. allow both the person subject to the complaint and his President the opportunity to comment;
8. take all steps necessary for the Complaint to be conciliated within 10 working days from the day on which the Prohibited Conduct is alleged to have occurred.

Step 4 – Referring to the Tribunal

In circumstances where a Complaint is not resolved in accordance with above, the League Complaints Officer will refer the matter to the League Tribunal for determination.

The League Tribunal will be constituted in accordance with the rules and regulations of the League and the League shall determine who is responsible for prosecuting the Complaint at the Tribunal.

Where the referral to the League Tribunal is made, the Tribunal will hear the complaint within 5 working days of the Complaint referral being made.

The League Tribunal has the power to order any reasonable penalties or directions for breaches of this Policy as are allowable under the rules and regulations in force at the time of the hearing.

Club Liability

If found to have contravened this Policy, a Club may be vicariously liable for Prohibited Conduct engaged in by a Participant connected to the Club if the Club is unable to establish that it took reasonable precautions to prevent the Participant from engaging in that Prohibited Conduct.

Policy Monitoring

The Policy will be monitored by the Vic Metro Board when necessary or upon request by Clubs.

Requests must be made in writing.

Policy Commencement

This policy was passed by the Vic Metro Board on 13-Nov-15 and will take effect immediately.