



# Waverley Baseball Club

## Racial Vilification Policy

<b>Racial Vilification Policy</b>		Approval Date:	20 Feb 2023
		Review Date:	April 2024
		Version No:	V1.2
<b>President:</b>	Sign:	Name: Andrew Ferguson	
<b>Vice-President:</b>	Sign:	Name: Ryan Stanaway	

### PURPOSE

To send a clear message to players, coaches, and officials as well as spectators that harassment of any kind based on race, religion, colour, descent or national or ethnic origin is not tolerated at the Club and will incur disciplinary action.

### POLICY STATEMENT

Waverley Baseball Club supports diversity and is proud to have a membership that is multi-cultural and reflective of the broader community. The Waverley Baseball Club is committed to an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial vilification and/or racial discrimination.

This policy is not a substitute for legislation but reinforces the Racial and Religious Tolerance Act 2001 at Club level. Under this Club policy:

*No person, member, spectator, official or otherwise associated with the Club, will engage in conduct that offends, insults, ridicules, threatens, disparages, incites hatred against, or vilifies another person on the basis of their race, religion, colour, descent or national or ethnic origin.*

In the event that there is an alleged breach of this policy, an umpire, spectator, or participant may lodge a complaint as soon as possible to the Waverley Baseball Club Secretary. The complaint should be in writing or verbally to the Secretary if the person has limited literacy.

Any reported incidences of Racial Vilification will be dealt with in accordance with the Club's Grievance and Resolution Policy

### DOCUMENTS

Grievance and Resolution Policy