



Equal Opportunity Policy

Purpose

To eliminate harassment and/or in the SWVFA based on any personal characteristics including gender, sexuality, age, race, physical or intellectual impairment, religion, marital/parental status, and/or political associations or beliefs.

Policy Statements

The SWVFA whole heartedly supports equal opportunity for all as applied to player selection, coaching, committee appointments and membership. The SWVFA will make decisions based on merit and skill, with disregard to personal characteristics including gender, sexuality, age, race, physical or intellectual impairment, religion, marital/parental status, and/or political associations or beliefs.

The exception to this statement exists where a specific policy or rule has been instituted by the SWVFA, Association or Football Victoria that excludes participation of an individual in an activity, competition or role because of maturation considerations or safety/well-being concerns.

Members of the SWVFA are expected to treat all people with respect and not directly or indirectly discriminate against any individual based on their personal characteristics including any, and all of those listed above. Any individual who engages in behaviour viewed as exclusionary, bullying, homophobic, racially vilifying, or discriminatory will be subject to the relevant disciplinary action.

Procedures

Should you have a complaint or breach of this policy, please provide a written summary via email to secretary@swvf.org.au to begin the complaint recording and resolution process.

In the instance of any breach of this policy, the matter will be referred to the SWVFA's Complaints & Grievance Policy and/or Member Protection Policy.

Disclaimer

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