

SUANFC STATEMENT OF POLICIES AND PROCEDURES

1. Introduction

The objects of Sydney University Australian National Football Club are:

- a) to encourage, foster, promote, develop, extend and govern the sport of Australian Rules Football within the University of Sydney and the community; and
- b) to provide members with the opportunity of playing or otherwise participating In Australian Rules Football competitions, including, but not limited to, those provided by the NSW/ACT AFL.

It is an aim of the Club to provide opportunities for players of all levels of ability and of diverse backgrounds and interests and gender to play Australian Rules Football.

The Club acknowledges the tradition of custodianship and law of the Country on which the University of Sydney campuses stand. The Club pays its respects to those who have cared and continue to care for Country. An aim of the club is to encourage Aboriginal and Torres Strait Islander students to play Australian Rules Football.

2. Code of Conduct

The Club adopts the Sydney University Sport and Fitness Sporting Code of Conduct and the Club will enforce its requirements. All members of the Club are to act in compliance with the Sporting Code of Conduct in any activity connected with the Club or its members. Members are also obliged to conform with the standards of conduct required by AFL Rules, Regulations, By- laws, Policies and Guidelines.

3. Diversity Policy

In order to achieve its objects, the Club is open to everyone, regardless of their gender, sexual orientation, sex characteristics or gender identity. The policy of the Club is for all members to feel supported and free to participate and contribute their best, regardless of gender, sex characteristics or sexual orientation. The Club, directly or in association with affiliated clubs, will support youth and junior age football.

In particular, the Club will;

- Create a welcoming, safe and supportive environment for all players and officials who are lesbian, gay, bisexual, transgender or intersex.
- Commit to creating a stronger and more inclusive community by raising LGBTQIA+ awareness.
- Challenge homophobia, transphobia and biphobia and homophobic attitudes and behavior whenever they appear.
- Give LGBTQIA+ players and officials a voice by providing a channel to raise concerns and issues to the Club.
- Celebrate important LGBTQIA+ calendar of events throughout the year.

4. Discrimination Policy

A Club player, official or member shall not engage in conduct, on-field or off-field, 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 gender, sex characteristics or sexual orientation, or religious activities or beliefs.

A Club player, official or member must not directly or indirectly discriminate against, harass or bully any person on the basis of their gender, sex characteristics or sexual orientation, or religious activities or beliefs.

5. Vilification Policy

A Club player, official or member shall not engage in conduct, on-field or off-field, which may reasonably be considered to be offensive, abusive, belittling or threatening, or which is otherwise unwelcome because of their gender, sex characteristics or sexual orientation, or religious activities or beliefs, and be likely to cause the recipient to feel offended, humiliated or intimidated.

6. Illicit drug policy

The Club does not allow the use, possession, distribution or selling of illegal drugs by any of its members within the club's activities and premises. Members must not play after consuming illicit drugs.

All members of the club have a responsibility to ensure that they take reasonable care to protect their own health and safety and that of others whilst involved in any activity of the Club or on its premises by not being affected by illicit drugs to the extent that it impacts on their own or another person's recreational enjoyment or safety. This policy reflects the commitment

of the Club to protecting the health, safety and well-being of all persons associated with the Club and all persons in attendance at Club activities.

This policy applies whenever a member is taking part in activities within the club's jurisdiction and premises. This includes the Club's facilities, games, matches, training, events and trips organized by the Club.

When responding to an illegal drug related concern or incident;

–the Club will always act with discretion;

– subject to its right to contact police if necessary, the Club will maintain the privacy of those involved as far as possible;

–Club members will be informed about the incident on a need-to-know basis only.

The Club Integrity Officer will investigate all illegal drug related concerns or incidents in a timely and discrete manner. When responding to an illegal drug related concern or incident, the responses by the Club will take into account the safety and welfare of those directly and indirectly involved. All responses will reflect the Club's duty of care to members and visitors.

If the individual concerned is under the age of 18 years, their parent or guardian will be informed immediately of any incident involving illegal drugs and of the possible consequences, unless informing the parent or guardian would put the individual at risk of greater harm. The Club will also inform police of any conduct taking place which appears to be in breach of the law.

7. Process for Sanctions

Regardless of whether any sanction is imposed by SUSF, the Club may impose a sanction upon a member for conduct which is contrary to the SUSF Sporting Code of Conduct or any policy of the Club.

Any concern or incident should be brought to the attention of the Club President or the Club Integrity Officer as soon as possible. The President or Integrity Officer will document the issue using an incident register. In the event that the Club President or Integrity Officer is not available, another club official may substitute for them.

The incident will be investigated by the Integrity Officer or his delegate as soon as possible and an incident report submitted to the Board of the club for consideration.

The Board may impose a sanction, which may include suspension or expulsion for the individual, but which must:

- be fair and reasonable and focus on the safety and welfare of those directly and indirectly involved;
- be based on the evidence and information gathered and the impact on the Club, other members, players, patrons, visitors and the community;
- take into account the age and personal circumstances of the member involved;
- where the incident involved the use of any illegal drug, take into account whether the incident involved personal use or the supply of the drug to other people;
- take into account any police investigation and/or any possible criminal conviction and/or any possible sanction to be imposed by SUSF or AFL.

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