



# Anti-Racism Policy

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This policy is designed to provide clarity to employees, stakeholders, supporters, and everyone connected with Pascoe Vale Football Club (“the Club”) on the Club’s attitude to issues of racial harassment, abuse, or discrimination.

It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the Club.

- The Club condemns racism in any form, either on or off the pitch. The Club aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected with the Club has a responsibility to prevent racial harassment and abuse.
- A racist incident is defined by the Club as an incident that is perceived to be racist by the victim, or any other person, Racial harassment is defined by the Club to be any verbal, physical, written, or visible abuse that is based on a person’s race, ethnic background, colour, nationality, language, or cultural background – and is considered to be unwanted, unacceptable, and offensive to the person.
- Proven racial harassment or abuse will lead to action being taken against employees. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the Club.
- All employees have a responsibility to make it clear that such behaviour by anyone connected with the Club is unacceptable.
- Coaches/Team managers are required to investigate and produce a written report of all cases of reported racial harassment. This report must be provided to the Secretary for consideration by the Committee of Management. Thereafter, the Club may decide to attempt to resolve the issue informally, through mediation and/or in confidence.
- Should the Club decide to deal with the issue on a formal basis, the employee making the allegations should provide a written statement. The person(s) complained about should be offered the opportunity of providing a verbal or written statement. They should also be advised to seek legal advice at their own expense.
- Any employee found guilty of racially harassing another employee, or any other person, is liable to disciplinary action. The normal disciplinary process will apply. Depending on the circumstances, consideration will be given to reporting the matter to the police.
- Players, parents, and staff will also be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the Club and will be encouraged to condemn and report such behaviour.
- Any supporters, whether home or visiting, behaving in this way will be detained by Club officials, passed to the police, and may be arrested. Season ticket holders detained for such a reason, face having their season ticket revoked and all spectators detained in this way face a life ban from the Club.