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Policy Statement

The Burnside Hockey Club does not condone sex discrimination or sexual harassment and strives to ensure that neither occurs within our club and that if they do that we respond appropriately to resolve the issues and prevent a recurrence.

Members and supporters of the club who have any concerns with or who witness sex discrimination or sexual harassment can contact a member of the Club Committee or the player's team coach or manager for assistance.

We have adopted the following to help inform and guide the club's policy on this.

What is Sex Discrimination?

Sex discrimination occurs when a person is treated less favourably or not given the same opportunity, as a person of any other gender identity in the same or similar situation.

Sex Discrimination is unlawful under Federal and State/Territory laws, including the Sex Discrimination Act 1984 (Cth) (SDA) which makes it illegal to discriminate against a person because:

- Of a person's marital or relationship status;
- Of a person's family responsibilities;
- The person is pregnant or might become pregnant; or
- Because the person is breastfeeding.

The SDA also contains provisions specifically dealing with sex discrimination in clubs, including some sporting clubs.

Direct and Indirect Sex Discrimination:

Sex discrimination can be direct or indirect. Direct sex discrimination occurs when a person is treated less favourably than others a different gender identity in the same or similar situation.

Indirect sex discrimination is focussed on the impact of rules, practices or policies that are applied equally but which have a disproportionate impact on some people because of their gender identity. If the requirement is not reasonable in the particular circumstance it could be indirect discrimination.

Please note that all Burnside Hockey Club (BHC) members are treated in a fair and equitable way, irrespective of their sex, race, marital status, origin, beliefs on matters such as religion and politics, disability, sexual preference, age or carers responsibilities.

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Harassment

Harassment is any unwelcome verbal or physical conduct that intimidates vilifies offends or humiliates another person including where it happens because a person has a protected attribute (at law) including their gender identity.

Not all harassment is sexual harassment. For example an individual may be harassed because of their gender identity in circumstances where the conduct is not of a sexual nature.

What is Sexual Harassment?

The SDA makes sexual harassment unlawful.

Sexual harassment is unwelcome conduct of a sexual nature in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the other person would be offended, humiliated or intimidated.

Sexual harassment covers a wide range of behaviours and can be verbal, written, visual or physical. It is not limited to members of other gender identities.

Behaviour need not be repeated or continuous to constitute sexual harassment. A single incident can amount to sexual harassment.

Each state and Territory has legislation prohibiting sexual harassment and that legislation is very similar to the federal legislation but the precise definitions can vary.

What can I do if I Experience Sex Discrimination or Harassment?

If you consider that you have experienced sex discrimination or harassment the options available to you include:

- Seeking to deal with it yourself by raising your concerns with the other person/people involved;
- Discuss your concerns with a friend(s) family or club/team members or officials, including any member of the Burnside Hockey Club Management Committee;
- Contact Hockey SA , who will put you in touch with the Member protection Information Officer (MPIO);
- Contacting the Office of Recreation and Sport; and
- Lodging a complaint under the applicable Member Protection policy.

A person who makes a complaint or who intends to make a complaint about discrimination, harassment or sexual harassment is protected under the law from being victimised, which is unlawful at state and federal levels.

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