



## **KBH Brumbies**

*Australia's Premier Hockey Club since 1905*

### **KBH Brumbies Club Inclusion & Diversity Policy**

The **KBH Brumbies**, in all its activities, is fully committed to the principles of equality of opportunity in hockey, and to ensuring that its employees, members and all other individuals working or volunteering for **KBH Brumbies**, and participating in or watching **KBH Brumbies'** activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- **KBH Brumbies**, in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.
- **KBH Brumbies** will not tolerate harassment, bullying, abuse or victimisation of individuals.
- **KBH Brumbies** will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.
- **KBH Brumbies** will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy.
- This policy is fully supported by the **KBH Brumbies'** officers and Committee who are responsible for the implementation of this policy.

**KBH Brumbies** is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

- In the event that any employee, member, volunteer, participant or spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter to the Member Protection & Inclusion Officers of **KBH Brumbies**.

Cathy Goodman – welfare@kbhbrumbies.org.au

John Bibby – inclusion@kbhbrumbies.org.au

- The Member Protection & Inclusion Officers role is to advise the individual and on available options for them to pursue their grievance.
- If the individual chooses to pursue a formal complaint they should contact the President of KBH Brumbies who will form a Disciplinary Committee in accordance with the club rules to hear the matter.
- Any such complaint should include: details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements.
- The Disciplinary Committee:
  - may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
  - may (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
  - will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy: (a) warn as to future conduct; (b) suspend from membership; (c) remove from membership; (d) exclude a non-member from the facility, either temporarily or permanently; and (e) turn down a non-member's current and/or future membership application; and
  - will provide both parties with written reasons for its decision.
- If the nature of the complaint is with regard to the Club Committee of the **KBH Brumbies**, the complainant may report the complaint directly to the relevant Hockey Victoria.