



GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA INC.

ANTI-DISCRIMINATION AND HARASSMENT POLICY

The Gaelic Football & Hurling Association of Australasia and affiliates aim to provide a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment, discrimination or bullying.

The Gaelic Football & Hurling Association of Australasia and affiliates recognise that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed or bullied because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.

The Gaelic Football & Hurling Association of Australasia *and affiliates* opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying, based on personal characteristic such as those listed in the Dictionary at Clause 10 of the Association's **Member Protection Policy**, are against the law.

Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination may also be discriminatory conduct.

Discrimination may be direct or indirect. **Direct discrimination** is treating, or proposing to treat someone less favourably because of a characteristic (such as race, sex, age etc), in the same or similar circumstances.

Indirect discrimination is imposing or intending to impose a requirement, condition or practice that is the same for everyone but which has an unequal or disproportionate effect on particular individuals or groups.

Harassment is any type of behaviour that the other person does not want and does not return and that is offensive, abusive, belittling or threatening. The behaviour is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to our complaints procedure outlined in attachment D1 of the Association's **Member Protection Policy**. This will explain what to do about the behaviour and how the *Gaelic Football & Hurling Association of Australasia and affiliates* will deal with the problem.

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