



GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA

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 or discrimination.

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 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* prohibit all forms of harassment and discrimination not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

Descriptions of some of the types of behaviour, which could be regarded as harassment or discrimination, are

- **Discrimination** means treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have. The relevant attributes or characteristics are:
 - Age;
 - Disability;
 - Marital status;
 - Parental/carer status;
 - Physical features;
 - Political belief/activity;
 - Pregnancy;
 - Race;
 - Religious belief/activity;
 - Sex or gender;
 - Sexual orientation;
 - Trade union membership/activity;
 - Transgender orientation.

Some States and Territories include additional characteristics.

Discrimination is not permitted in the areas of employment (including volunteer and unpaid employment); the provision of goods and services; the selection or otherwise of any person for competition or a team (domestic or international); the entry or otherwise of any player or other person to any competition; obtaining or retaining membership of an organisation (including the rights and privileges of membership).

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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.

Unlawful harassment includes the above but is either sexual or targets a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic (see characteristic list under discrimination).

Whether or not the behaviour is harassment is determined from the point of view of the person receiving the harassment. The basic rule is if someone else finds it harassing then it could be harassment. Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

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 C1 of the 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.