

PORT AUGUSTA TABLE TENNIS ASSOCIATION EQUAL OPPORTUNITY POLICY

This policy had been developed using the following resources:
Australian Sports Commission Member protection template.

The Port Augusta Table Tennis Association aims to provide equal opportunity for all. This includes men, women, people with a disability, people from multicultural, religious and indigenous backgrounds and those with different sexual orientation all having the same rights to access opportunities to participate in sport.

It is also pertinent that officials, staff, referees, volunteers and coaches collectively be afforded equal opportunity. The Port Augusta Table Tennis Association recognises that not all of these groups may be able to be fully integrated into sport through the Port Augusta Table Tennis Association, however, we will at all times not discriminate according to gender, disability, multicultural, religious or indigenous backgrounds and those with differing sexual orientation.

Anti-Discrimination and Harassment

The Port Augusta Table Tennis Association 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 disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to The Port Augusta Table Tennis Association **Complaint Handling Policy**.

Cultural and religious backgrounds

The Port Augusta Table Tennis Association aims to provide opportunities for people from multicultural, indigenous and religious backgrounds to participate in sport. The Port Augusta Table Tennis Association will, wherever possible, draw expertise from and/or lobby the appropriate sporting organisation, as well as multicultural, indigenous and religious groups to maximise opportunities.

For people with a disability (physical and intellectual)

The Port Augusta Table Tennis Association aims to provide opportunities for people with a disability. The Port Augusta Table Tennis Association will, wherever possible, draw expertise from and/or lobby the appropriate sporting organisation, as well as disability organisations, to maximise opportunities on a sport by sport basis.

This is will be achieved by addressing the following areas:

- ☐ Consult with any athlete, volunteer or person with a disability on their requirements

- ☐ Determine the accessible expertise and assistance available from the appropriate organisations within the disability and sport sectors
- ☐ Determine our capability to cater for people with disabilities. This includes issues of facility accessibility, field of play requirements and duty of care requirements.
- ☐ Promote and encourage all Tabletennis activities for people with a disability.

Gender

The Port Augusta Table Tennis Association does not discriminate against people on the basis of gender.

Gender Identity

Those who identify as transgender, like anyone else should be treated fairly, with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition.

The Port Augusta Table Tennis Association recognises that the exclusion of transgender people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general the Port Augusta Table Tennis Association will facilitate transgender persons participating in sport with the gender with which they identify.

Pregnancy

Everyone bound by this policy must treat pregnant women with dignity and respect and while many sporting activities are safe for pregnant women, there may be particular risks that apply to some women during pregnancy. Those risks will depend on the nature of the sporting activity and the particular pregnant woman's circumstances. Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in sport.

The Port Augusta Table Tennis Association recommends that pregnant women wanting to participate in sport consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, consult their NSO Policy (which would override this policy) and ensure that they make informed decisions about participation.

The pregnant player or official is covered by the same personal accident policy that is provided for all registered members of the Port Augusta Table Tennis Association. However, the player or official is not covered if the injury is found to be due to the pregnancy and no cover is provided for the unborn child.

Anti-Discrimination and Harassment Definitions

Abuse is a form of harassment and includes physical abuse, emotional abuse, sexual abuse, neglect, and abuse of power. Examples of abusive behaviour include bullying, humiliation, verbal abuse and insults.

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Discrimination occurs when someone is treated unfairly or less favourably than another person in the same or similar circumstances because of a particular personal characteristic. This is known as direct discrimination. Indirect discrimination occurs when a rule, policy or practice disadvantages one group of people in comparison with others, even though it appears to treat all people the same.

In Australia, it is against the law to discriminate against someone because of their:

- ☐ age
- ☐ disability
- ☐ family/carer responsibilities
- ☐ gender identity/transgender status
- ☐ homosexuality and sexual orientation
- ☐ irrelevant medical record
- ☐ irrelevant criminal record
- ☐ political belief/activity
- ☐ pregnancy and breastfeeding
- ☐ race
- ☐ religious belief/activity
- ☐ sex or gender
- ☐ social origin
- ☐ trade union membership/activity.

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

Unlawful harassment is sexual or targets a person because of their race, sex, pregnancy, marital status, sexual orientation or some other characteristic. It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. The basic rule is, if someone else finds it harassing then it could be harassment. Harassment may be a single incident but is usually repeated. It may be explicit or implicit, verbal or non-verbal.

Discrimination and harassment are not permitted in employment (including volunteer and unpaid employment); when providing sporting goods and services including access to sporting facilities; when providing education and accommodation; 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 and the obtaining or retaining of membership of clubs and organisations (including

the rights and privileges of membership). Public acts of racial hatred, which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person, who engages in such an act in public. Some states and territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability – see **Vilification** below.

Sexual harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

Sexual offence means a criminal offence involving sexual activity or acts of indecency including but not limited to (due to differences under state/territory legislation):

- ☐ Rape
- ☐ Indecent assault
- ☐ Sexual assault
- ☐ Assault with intent to have sexual intercourse
- ☐ Incest
- ☐ Sexual penetration of child under the age of 16
- ☐ Indecent act with child under the age of 16
- ☐ Sexual relationship with child under the age of 16
- ☐ Sexual offences against people with impaired mental functioning
- ☐ Abduction and detention
- ☐ Procuring sexual penetration by threats or fraud
- ☐ Procuring sexual penetration of child under the age of 16
- ☐ Bestiality
- ☐ Soliciting acts of sexual penetration or indecent acts
- ☐ Promoting or engaging in acts of child prostitution
- ☐ Obtaining benefits from child prostitution
- ☐ Possession of child pornography
- ☐ Publishing child pornography and indecent articles.

Victimisation means subjecting a person or threatening to subject a person to any detriment or unfair treatment because that person has or intends to pursue their rights to make a complaint under government legislation (e.g. anti-discrimination) or under this Policy, or for supporting such a person.

Vilification involves a person or organisation doing public acts to incite hatred towards, serious contempt for, or severe ridicule of a person or group of persons having any of the attributes or characteristics within the meaning of discrimination. Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public.

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