

Equal Opportunities and Gender Equity Policy

PURPOSE

To eliminate discrimination at the **Nathalia Lawn Tennis Club** based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

POLICY STATEMENT

The **Nathalia Lawn Tennis Club** supports equal opportunity and gender equity as applied to membership, coaching, committee appointments and player selection and will make decisions based on a person's skills with disregard to personal characteristics including gender race, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs.

The **Nathalia Lawn Tennis Club** will not tolerate Unlawful Discrimination, Harassment or Abuse against someone because of their gender identity. This includes discrimination or harassment of a person who is transgender or gender averse, or who is assumed to be transgender or gender averse, or has an association with someone who has or is assumed to be transgender or gender averse.

This clause also applies when a person is undergoing gender transition/affirmation, or sex reassignment therapy. The **Nathalia Lawn Tennis Club** is committed to facilitating participation in tennis on the basis of the gender with which the person identifies, in accordance with the conditions described in the International Tennis Federations (ITF) Transgender Policy. TA will endeavour to take all reasonably practicable steps to provide facilities and support where necessary. The exception exists where a player will be selected according to their gender in order to play in the association competition where teams require specific numbers for males and females. The Nathalia Lawn Tennis club will follow guidelines set out by Tennis Australia and the Goulburn Murray Tennis Association.

All members of **Nathalia Lawn Tennis Club** are expected to treat all people with respect and not to discriminate directly or indirectly against people based on their personal characteristics. Any person engaging in behaviour deemed as racially vilifying, homophobic, or discriminatory may encounter disciplinary action.

PROCEDURES

Complaints Procedure

In the event that any employee, member, volunteer, visitor or visiting team feels that he, she or they have suffered discrimination in any way they should follow the procedures below.

1. The complainant should report the matter in writing to the General Committee.

The report should include:

- a) details of what occurred;
- b) details of when and where the occurrence took place;
- c) any witness details and copies of any witness statements;
- d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
- e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and

f) an indication as to the desired outcome.

Complaints Follow up

If a member or employee of the club is seen to demonstrate discriminatory behaviour more than once then the committee shall meet to discuss the matter. The committee will decide on a positive course of action in order to promote acceptance of diversity. This course of action will be based on the development of a program of on-going training and awareness.

If this course of action does not achieve a positive outcome the general committee shall decide on disciplinary action as set out in the Model Rules and Member Protection Policy.