

# Religious & Racial Vilification Policy

## 1. Purpose

Volleyball Victoria (VV) is committed to an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this policy VV shall ensure that the parties are informed of their rights.

## 2. Scope

VV will ensure that this policy is communicated to spectators and participants and made readily available on the website. As this policy applies to all those who are involved or associated with the sport of volleyball throughout Victoria; members, players, volunteers, staff, coaches, officials & spectators.

## 3. Policy

### Prohibited Conduct

#### **Racial and Religious Vilification**

No person in his/her capacity as a spectator or participant in the course of carrying out his/her duties or functions as or incidental to being a participant shall engage in conduct that offends, humiliates, intimidates, contempt, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

#### **Serious Racial and Religious Vilification**

No person in his/her capacity as a spectator or participant in the course of carrying out his/her duties or functions as or incidental to being a participant shall intentionally engage in conduct that he/she knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent or national or ethnic origin.

#### **Racial and Religious discrimination**

No person in his/her capacity as a spectator or participant in the course of carrying out his/her duties or functions as or incidental to being a participant shall engage in conduct that discriminates, directly or indirectly against another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

#### **Victimisation**

No person in his/her capacity as a spectator or participant in the course of carrying out his/her duties or functions as or incidental to being a participant shall victimise another person.

A person will victimise another person (the victim) if:

(a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or

(b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

## 4. Responsibilities

### Authorised persons

Volleyball Victoria will appoint a protection officer to ensure that any breach of this Policy is responded to in an equitable and prompt manner.

### Liability

Volleyball Victoria may be vicariously liable for conduct engaged in by a participant which if found to have contravened this Policy, if VV is unable to establish that it took reasonable precautions to prevent the participant from engaging in that conduct.

## 5. Breach of Policy

### Complaints Process

Confidentiality must be maintained throughout the complaints process. All parties to a complaint, the President (or Delegate), VV's complaints officer, any witnesses and the Conciliator must all agree, in writing, to the maintenance of confidentiality. No person involved in the complaints process shall publicly comment on any aspect of the complaints process without the prior written agreement of all parties.

### How to contact us

If you have any questions in relation to this religious & racial vilification policy, the practices of this site, or your dealings with this web site, please contact us on **9794 0009** between 9.00am and 5.00pm, Monday to Friday. Alternatively, you can write to [membersips@volleyballvictoria.org.au](mailto:membersips@volleyballvictoria.org.au)  
Volleyball Victoria

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**Approved by:** Volleyball Victoria Board