

NON-DISCRIMINATION POLICY

Under the *Equal Opportunity Act 1995* it is against the law to treat someone unfairly or harass them in sport. Sport covers playing, coaching, umpiring, refereeing and administering sporting activities.

The Victorian Underwater Hockey Commission (VUHC) is a sporting body that governs and administers the sport of underwater hockey in Victoria. The VUHC exercises zero tolerance for discrimination and harassment in sport.

The VUHC encourages diversity, fairness and equal treatment in sport.

Members of the VUHC are required to behave in a way that is non-discriminatory. Members must treat people with fairness, respect and equality at all times when representing the VUHC and/or playing under the auspices of the VUHC.

Individuals participating in a VUHC event, such as National Championships when held in Victoria or an Invitational Competition, who are not members of the VUHC are required to behave in a way that is non-discriminatory and must treat people with fairness, respect and equality at all times.

Members of the VUHC and individuals participating in a VUHC event agree to this policy of non-discrimination and submit to the power of the VUHC to exclude them from further participation in the sport in Victoria, or participation in the event being held in Victoria, where they act in way that is discriminatory and in contravention of this policy. Members of the VUHC who violate this policy will be subject to disciplinary action.

The VUHC takes all forms of discrimination and harassment most seriously. Sexual harassment, racial discrimination and vilification, bullying and disability discrimination in, and out of, the pool is unacceptable and will be fully investigated and responded to by the VUHC.

What is discrimination?

The Victorian Equal Opportunity and Human Rights Commission defines discrimination as the following behaviour:



VICTORIAN UNDERWATER HOCKEY COMMISSION

PO Box 58 Albert Park VIC 3206



Association #: A0039604W

If behaviour is based on a personal characteristic protected by law, it may be discriminatory to:

- refuse to allow someone to play sport;
- refuse to select someone in a sporting team;
- exclude someone from a sporting activity.

It is lawful to discriminate in competitive sporting activities for the following reasons:

- competitive standards - whether someone can compete effectively;
- age - participation in competitive sport may be limited to a specified age or age group;
- disability - participation in competitive sport may be limited to people with a general or specific disability;
- sex - organisers of sporting activities for people over 12 years of age may discriminate on the basis of sex if strength, stamina or physique is relevant.

Under the *Equal Opportunity Act 1995*, the following attributes give rise to discrimination:

- age;
- breastfeeding;
- gender identity;
- impairment;
- industrial activity;
- lawful sexual activity;
- marital status;
- parental status or status as a carer;
- physical features;
- political belief or activity;
- pregnancy;
- race;
- religious belief or activity;
- sex;
- sexual orientation;
- personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes.