



Eastern Suburbs FC

EASTERN SUBURBS FC Statement Harassment, discrimination, bullying and racism

Eastern Suburbs FC is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

- not treating or proposing to treat someone less favourably because of a particular characteristic;
- not imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic;
- opposing 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.

Eastern Suburbs FC Anti-Racism declaration

- Racism takes many forms and can happen in many places. It includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin.
- People often associate racism with acts of abuse or harassment, however, it doesn't need to involve violent or intimidating behaviour e.g. racial name-calling and jokes. Consider situations when people may be excluded from groups or activities because of where they come from.
- Experiencing racism has profound effects on people's health and welfare. The effects can include feelings of sadness and anger, even anxiety and depression. The regular experience of racism can lead to people withdrawing from work or study, and diminish their quality of life.
- To dismiss claims of racism as just banter is to use football as a shield for prejudice; this kind of racism may influence whether a player decides to take the field for one match or is forced out of the game for good
- Any concerns should be sent to administration@eastfootball.com for assessment by the Member Protection Officer. Information is confidential.