

Tarneit North Football Club Football Victoria (FV) Equal Opportunities Policy



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TARNEIT NORTH FOOTBALL CLUB

Football Victoria (FV) Equal Opportunities Policy

1. Purpose

Tarneit North Football Club is committed to providing an inclusive, fair, and welcoming environment for all participants. This policy aligns with Football Victoria (FV) standards and promotes equal opportunity across all areas of the club.

2. Policy Statement

The club does not tolerate discrimination in any form and is committed to ensuring that all individuals are treated with respect, dignity, and fairness.

3. Scope

This policy applies to all members, including:

- Players
- Coaches
- Team Managers and Officials
- Volunteers and Staff
- Parents and Supporters

4. Equal Opportunity Principles

The club will:

- Provide equal access to participation regardless of gender, race, religion, or ability
- Promote fairness in selection, training, and development opportunities
- Encourage diversity and inclusion across all levels of the club
- Support a respectful and welcoming environment for all

5. Gender Equality

In line with Football Australia and Football Victoria initiatives, the club supports the 40/40/20 principle, aiming for balanced gender representation across leadership and participation.

6. Prohibited Conduct

The following behaviours are not permitted:

- Discrimination based on gender, race, ethnicity, religion, disability, or background
- Harassment or exclusion of any individual
- Any action that limits equal participation or opportunity

7. Responsibilities

All members must:

- Treat others with respect and fairness
- Promote inclusion and diversity
- Challenge and report discriminatory behaviour
- Support a positive club culture

8. Reporting & Complaints

Any concerns regarding discrimination should be:

- Reported to club officials
- Managed in accordance with club procedures
- Addressed promptly, fairly, and confidentially

9. Disciplinary Action

Breaches of this policy may result in:

- Warnings or sanctions
- Suspension from activities
- Removal from club participation

10. Compliance

All members must comply with:

- Football Victoria (FV) Codes of Behaviour
- Football Australia (FA) regulations
- Tarneit North Football Club policies

11. Commitment

Tarneit North Football Club is committed to fostering an inclusive and equitable football environment where everyone has the opportunity to participate, develop, and succeed.