

<b>The Gentlemen's Sim Racing Club Inc. Racial Vilification Policy</b>		Approval Date:	
		Review Date:	
		Version No:	
<b>President:</b>	Sign:	Name	
<b>Vice-President:</b>	Sign:	Name	

## PURPOSE

To send a clear message to paid members, broadcast partners, sponsors and non-financial FaceBook members as well as viewers that harassment of any kind based on race, religion, colour, descent or national or ethnic origin is not tolerated at the Club and will incur disciplinary action.

## POLICY STATEMENT

The Gentlemen's Sim Racing Club supports diversity and is proud to have a membership that is multi-cultural and reflective of the broader community. The Club 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 vilification and/or racial discrimination.

This policy is not a substitute for legislation but reinforces the Racial and Religious Tolerance Act 2001 at Club level. Under this Club policy:

*No person, member, spectator, official or otherwise associated with the Club, will engage in conduct that offends, insults, ridicules, threatens, disparages, incites hatred against, or vilifies another person on the basis of their race, religion, colour, descent or national or ethnic origin.*

In the event that there is an alleged breach of this policy, any member, sponsor, broadcaster or non-financial member may lodge a complaint by 24 hours form 5.00pm the day following, to the. President, Vice President or Secretary or any committee member.

The complaint should be in writing either via email or via private message.

## PROCEDURES

Complaints are to be forwarded in writing to, in the first instance the Club President, Vice President or any committee member of the club.

### Resolution of disputes

- (1) A dispute between a member and another member (in their capacity as members) of the association, or a dispute between a member or members and the association, are to be referred to a Community Justice Centre for mediation under the *Community Justice Centres Act 1983*.
- (2) If a dispute is not resolved by mediation within 3 months of the referral to a Community Justice Centre, the dispute is to be referred to arbitration.
- (3) The *Commercial Arbitration Act 2010* applies to a dispute referred to arbitration.

In addition, if your Club has formal statements regarding disciplinary procedures, this would be relevant to include here also.

This policy and the complaints procedures should be communicated to all members, players, spectators and officials to try to stamp out racial and religious vilification from your sport.

The policy should be reviewed annually and formally adopted by your Club Committee.