

MULTICULTURALISM

Purpose

Dandenong Stadium recognises the social and health benefits associated with being a part of the sporting community. The Dandenong Stadium is committed to developing an environment that is conducive and welcoming to participants from multicultural backgrounds. Dandenong Stadium believes that sport should be accessible to all Victorians and that the implementation of this policy will assist in this process.

Policy

Legislation

To ensure that the Dandenong Stadium is welcoming and inclusive, it will uphold the principles established in both State and Commonwealth Government Legislation including:

- Equal Opportunity Act 2010 (Vic);
- Racial Discrimination Act 1975 (Aust Gov.); and
- Human Rights and Equal Opportunity Commission Act 1986 (Aust. Gov.).

A process or resource will be provided should an individual of the association have his or her rights violated.

Definition

Discrimination means treating someone unfairly because they happen to belong to a particular group of people categorised by for example their race, religion, sex or disability.

Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or simple naivety.

Inclusion Strategies

- Build strong relationships with community groups.
- Where possible provide new participants with an induction certificate and information on Stadium activities.
- Where possible ensure programs, rewards and incentives are attractive to new participants and are culturally relevant.
- Create a welcoming environment by providing various activities when possible for minority groups each year.
- Where possible offer individuals involved in the stadium the opportunity to undertake cultural awareness training.

Procedure

Complaints Procedure

1. The complaint should be filed, in writing, to the Dandenong Stadium Operations Manager or CEO, who may refer the matter on to a Member Protection Officer or if it's a basketball matter to Basketball Victoria's Member Protection Tribunal for action.
2. The issue will then be dealt with in accordance to the Member Protection By-Laws of the particular sport's state body.

Disciplinary Action

For the sport of basketball for example, in accordance with the Member Protection By-Laws of Basketball Victoria, the following disciplinary action may be taken by the Member Protection Tribunal:

- Direct that the offender attend counselling to address their conduct;
 - Recommend that Basketball Victoria, a Governing or Delegated Body, Affiliated Stadium Manager or the relevant Club terminate the appointment to any role which the offender holds with such organisation;
 - Direct that Basketball Victoria, Governing and Delegated Bodies, Affiliated Stadium Manager or Club suspend and/or ban the individual from participating in further activities, fixtures, competitions or events over a period determined appropriate by the Member Protection Tribunal;
 - Where there has been damage to property, direct that the offender pay compensation to the relevant organisation which controls or has possession of the property;
 - Impose a monetary fine for an amount determined by the Member Protection Tribunal;
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- Impose a warning;
- In the case of a coach, direct the relevant organisation to de-register the accreditation of the coach for a period or indefinitely;
- Withdraw any awards, placings, records won in any tournaments, activities or events held or sanctioned by Basketball Victoria, a Governing or Delegated Body, Affiliated Stadium Manager or Club;
- Direct the offender to repay all or part of any financial assistance (excluding any fee for service, wages or expenses) given to them by the Australian Sports Commission, any Federal or State funding agency, the Australian Olympic Committee, Basketball Australia, Basketball Victoria, Governing or Delegated Body, Affiliated Stadium Manager, Club or any other organisation which has provided funding;
- If the nature of the offence is such that the Member Protection Tribunal considers it appropriate, direct that the person's name be entered on the Prohibited Persons Register; and
- Any other such penalty as the Member Protection Tribunal considers appropriate.

Appeals Procedure

An Appeals Tribunal (made up of three people) will hear an appeal from any individuals who have received disciplinary action that they feel is unjust.

Appeals must be forwarded, in writing, to the Registrar of the Member Protection Tribunal within 72 hours of the notification of disciplinary action.

Please refer to other sport's disciplinary action policies for appropriate action.

Policy Application

This policy applies to all Board and committee meetings, programs, competitions, functions and events, and will embrace all Dandenong Stadium officials, players, staff, performers and others taking part in Dandenong Stadium activities.

The Dandenong Basketball Stadium Manager will implement the actions outlined in this policy consistently. This policy will be reviewed annually to ensure it remains relevant to the needs of the Dandenong Stadium.