

## UNIFORM POLICY

### *Purpose*

The Dandenong Stadium recognises that in circumstances where religious and cultural beliefs conflict with the Dandenong Stadium's standard dress code, that modification to the standard uniform may be required.

This may include, but is not restricted to the wearing of:

- Traditional Muslim head scarf
- Leggings or tracksuits to cover legs
- Long sleeve tops to cover arms

The Dandenong Stadium requires that headscarves are permitted to be worn, as (by rule) they pose no or minimal threat of injury. This includes head scarves or other fabric articles worn for religious purposes held in place by bobby pins or snap clips. It is recommended that the colours of headscarves or other garments should resemble the official colours of the club, association or team they are representing.

### *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.);
- Sex Discrimination Act 1984 (Aust. Gov);
- Disability Discrimination Act 1992 (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 depicted 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 offer individuals involved in stadium activities the opportunity to undertake cultural awareness training.

### *Procedures*

#### **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 for example the governing body of the sport they are playing for action by their Member Protection Tribunal.
2. The issue will then be dealt with in accordance to the Member Protection Bylaws of Basketball Victoria or Volleyball Victoria.

#### **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;
- 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;
- 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.