Aveley Junior Football Club Inc.
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Vilification Policy

Vilification to any degree is totally unacceptable at any level of football (including Junior Football) and refers to any person including, but not limited to, players, officials, coaches, members, umpires, spectators, and parents that acts towards or speaks to any other person in a manner, or engages in any other conduct, which threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, special ability/disability, illness, disease or sexual orientation, preference or identity.

All those involved in Junior Football have the right to be involved in an environment that is free from vilification and/or harassment. The Junior Competition should take an extremely firm stance on eliminating this type of behaviour from the game.

The vilification resolution process is:

1. AN ALLEGED INCIDENT
Conduct that threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, special ability/disability, illness, disease or sexual orientation, preference or identity.

2. GAME DAY RESOLUTION
The clubs and individuals concerned will take immediate action to resolve the matter at the ground between the two teams concerned. If the matter is resolved a written report is required to be submitted to Club President and District Operations Manager by the Team Manager of the complainant within 24 hours. No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved.

3. CLUB RESOLUTION
If the matter cannot be resolved immediately it is the responsibility of the both Team Managers to inform their respective Club President of the issue immediately. The Club President of the complainant is then required to make contact with the opposition President within 24 hours of the incident. The clubs then have 48 hours to mediate and resolve the matter. If the matter is resolved a written report is required to be submitted by both Club Presidents to the District Operations Manager within 24 hours post resolution.

No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved.

4. DISTRICT RESOLUTION

If the matter cannot be resolved at a club level then it is the responsibility of the complainant's Club President to contact the District Operations Manager no later than 48 hours after the incident requesting that they investigate the matter. The District Operations Manager will investigate the matter and determine the appropriate next course of action. This may involve mediation or referral directly to the Tribunal.

No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved.

5(a). MEDIATION

The District Operations Manager will arrange for a mediation meeting between the individuals and clubs to be held at the earliest convenience. This should be held no later than 7 days of receiving the complaint. If no resolution can be reached the matter will be referred to the Tribunal for determination.

No public statement (including via social media) is allowed by the clubs, players, umpires or any representative of the club(s) involved.

5(b). TRIBUNAL

The Tribunal to make a determination on the matter in accordance with the guidelines and By-Laws of the Competition.

If found guilty the player/coach/official will be sanctioned under Law 20.2 (f) Serious Acts of Misconduct for behaviour detrimental to football.

Any adult that is found to have vilified a person at Junior Football, or has been found to have encouraged others to vilify other people, should receive significant penalties from the Tribunal.

There is absolutely no place for vilification of any nature in Football!.

Date	Item
March 2019	**Drafted**
April 2019	**Adopted by Committee**
April 2020	**Review**