

POLICY 12 - EQUAL OPPORTUNITY

Links: Committee, Starclub

Note: *This Equal Opportunity Policy has been prepared from the Bowls SA policy. This Club policy has been prepared so that Members of the Glenelg Bowling Club can understand the policies that apply to them and to any guests. For full details, see the Bowls SA website (such a policy has been prepared to address the requirements for all clubs to satisfy the provisions of the Commonwealth Anti-Discrimination legislation.)*

Introduction

The Glenelg Bowling Club is an equal opportunity club and this policy applies to members, guests, spectators and venue hire patrons.

Equal Opportunity Policy (Source Bowls Australia)

The Equal Opportunity Policy includes:

- Respect the rights, dignity and worth of every human being. This means treat everyone equally regardless of sex, disability, ethnic origin or religion;
- Be fair, considerate and honest with players. Help each player reach his or her full potential;
- Refrain from any form of harassment towards others. This includes sexual and racial harassment, racial vilification, verbal abuse and harassment on the grounds of a disability; and
- Show concern and caution towards any sick or injured person. Provide a modified officiating program where appropriate. Allow further participation in officiating and competition only when appropriate.

Anti-Discrimination and Harassment (Source Bowls SA)

The club opposes all forms of harassment, discrimination and bullying.

This includes:

- Treating or proposing to treat someone less favourably because of a particular characteristic;
- Imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or
- Any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies.

Pregnancy (Source Bowls SA)

Everyone bound by this policy must treat pregnant women with dignity and respect and any unreasonable barriers to participation by them in our sport should be removed. The club will not tolerate any discrimination or harassment against pregnant women.

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport.

Bowls SA recommends that pregnant women wanting to participate in our sport consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.

Gender Identity (Source Bowls SA)

Under the Federal Sex Discrimination Act 1984 (Cmth) it is unlawful to discriminate on the basis of sex or gender identity, including in relation to:

- the provision of goods, services and facilities;
- club membership and benefits, for members and applicants for membership.

It is also unlawful to request information from a person for the purpose of discriminating against them.

Everyone bound by this policy must treat people who identify as transgender or nonbinary fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. We will not tolerate any unlawful discrimination or harassment of a person who identifies as transgender or non-binary.

In general Bowls SA will facilitate transgender persons participating in our sport with the gender with which they identify. All are welcome to play in Saturday (Open) competition.