

ANTI-DISCRIMINATION POLICY

1. INTRODUCTION

Policies and procedures are essential in establishing the desired culture at Calisthenics Victoria (CaliVic) and reflect CaliVic's current strategic priorities. They reinforce the personal responsibility of all Participants to interact in a positive way and be committed to working to the standards articulated throughout this Policy. Compliance with the policies and procedures will foster and maintain public trust and confidence in the integrity and professionalism of CaliVic and Participants.

2. PURPOSE

The purpose of our anti-discrimination policy is to foster an inclusive environment where every individual, regardless of their race, ethnicity, gender identity, sexual orientation, religion, age, disability, or any other characteristic is treated with dignity, fairness, and respect. This policy is designed to promote diversity, equity and belonging, and to ensure that all members of our community can thrive and contribute to their fullest potential without fear of discrimination or prejudice. Calisthenics Victoria has a zero-tolerance policy.

3. SCOPE

This Policy applies to all:

- Participants: includes CaliVic Officers, Relevant Organisations, Clubs, Members, Registered Adjudicators, Registered Coaches, Registered Performers, Leading Volunteers, Life Members, Volunteers, Stakeholders, and all other persons bound by CaliVic's Constitution and Policies
- CaliVic offices, competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airports) and similar premises (herein referred to as "**Venues**" throughout this Policy).

Target audience	Definition
Club	Means a group of individuals who have joined together to affiliate with CaliVic for the purpose of instructing calisthenics to Registered Performers.
Officers (CaliVic Officers)	Includes: <ul style="list-style-type: none"> • The Chief Executive Officer and staff of CaliVic, including casual employees, volunteers, contractors, and personnel involved with CaliVic. • The Board, Committees, Delegates, Officials, and anyone holding a governance position (paid or volunteer). • Contractors, where relevant.
Registered Adjudicator	Means an adjudicator approved by CaliVic
Registered Coach	Means a coach registered with CaliVic.

Registered Performer	Means a person who is a member of an affiliated Club and is registered for the purposes of competitive or recreational calisthenics.
Relevant Organisations	Any of the following organisations: <ul style="list-style-type: none"> • CaliVic • Calisthenics Clubs affiliated with CaliVic • CaliVic Committees
Relevant Persons	Any of the following persons: <ul style="list-style-type: none"> • Affiliate Person • Performer/Participant • Volunteer, which means any person engaged by CaliVic or Calisthenics Organisation in any capacity who is not otherwise a participant. • Non-Member Person • Coach • Any person who has agreed to be bound by the Policies, and has notified CaliVic • Audience • Parent/Guardian of a performer/participant • Parent/Guardian of a coach

This Policy applies to any situation that could be associated with or reflect upon CaliVic.

This Policy is intended to work in conjunction with, and not as a substitute for, applicable laws, regulations, and industry practices. It aims to support the prevailing legal and regulatory requirement (as outlined in section 4.1) and the industry standards in effect at the time of the policy review.

4. POLICY STATEMENT

CaliVic is committed to providing a safe, fun, inclusive and respectful environment for all individuals. We discourage any form of discrimination based on race, ethnicity, gender identity, sexual orientation, religion, age, disability, or any other characteristic protected by law. CaliVic has a zero tolerance of bullying, harassment, or vilification of any kind in including Homophobia, Biphobia and Transphobia.

The Sexual Discrimination Act 1984 (Cth) (SD Act) also imposes a positive duty on CaliVic to take reasonable and proportionate measures to eliminate, as far as possible, discrimination on the ground of a person's sex.

4.1 Compliance with laws and statutes

Calisthenics Victoria must comply with a range of laws, statutes and regulations, including but not limited to:

- Federal Racial Discrimination Act 1975
- Federal Sex Discrimination Act 1984
- Human Rights and Equal Opportunity Commission Act 1986
- Federal Disability Discrimination Act 1992

- Sexual Discrimination Act 1984 (Cth) (SD Act)
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4.2 Policy Principles and Application

The following principles apply in implementing this Policy:

- **Equal Opportunity:** CaliVic believes in providing equal opportunities for all individuals, regardless of their background or characteristics.
- **Inclusion Action Plans** are implemented to improve inclusion in Calisthenics for the following groups; First Nations Peoples, Gender Diverse, LGBTIQ+, Males, Culturally Diverse and People with a Disability. This includes homophobia, biphobia and transphobia.
- **Respect and Dignity:** Every member of our community is entitled to be treated with respect and dignity, free from discrimination or harassment.
- **Diversity and Inclusion:** CaliVic values diversity and strives to create an inclusive environment where all perspectives are welcomed and celebrated.
- **Fairness and Transparency:** Our policies and procedures are applied consistently and transparently to ensure fairness for all.
- **Recruitment and Hiring:** CaliVic will ensure that our recruitment and hiring processes are free from bias and discrimination and that all candidates are evaluated based on their qualifications and merits.
- **Training and Education:** CaliVic will provide training and education to our staff and members to raise awareness about discrimination, harassment, and unconscious bias and to promote a culture of inclusion and respect.
- **Complaints and Reporting:** CaliVic have clear procedures in place for reporting and addressing incidents of discrimination or harassment and we take all complaints seriously conducting thorough investigations and taking appropriate action to address any wrongdoing utilising the Member Protection Policy, matters pertaining to LGBTIQ+ incidents will be investigated by a group including people with lived experience or an inclusion subject matter expert the Complaints, Grievances and Dispute Resolution Policy, and the Guidelines for Sanctions relating to Homophobia, Biphobia and Transphobia.
- **Promotion and Advancement:** CaliVic will ensure that opportunities for promotion and advancement are based on merit and performance and that discriminatory practices do not hinder the career progression of any individual.
- **Accommodations:** CaliVic will provide reasonable accommodations for people with disabilities to ensure equal access to our programs, services, and facilities.
- **Continuous improvement:** CaliVic will regularly review and evaluate our policies and practices to ensure that we are effectively promoting diversity, equity, and inclusion.

All information will be treated confidentially and where information is required to be reported, this will be advised to the relevant party.

4.3 Definitions and Interpretations

Abuse	Any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means.
Activity	A calisthenics competition, event (which for the avoidance of doubt includes any awards presentation, season launch, and other events conducted by CaliVic or a calisthenics organisation), or activity, including class, whether on a one-off basis or competition, sanctioned or organised by CaliVic
Alleged Breach	An Alleged Breach is an allegation or information that a person has breached a CaliVic Policy and includes both a Complaint and Disciplinary Action.

	<p>WHAT IT IS NOT:</p> <p>An Alleged Breach does not include an allegation or information:</p> <ol style="list-style-type: none"> 1. That constitutes a Protected Disclosure 2. That is solely a Personal Grievance <p>That is mischievous, vexatious, or knowingly untrue</p>
Biphobia	Dislike or prejudice against bisexual people.
Calisthenics Victoria/CaliVic	Calisthenics Victoria (CaliVic) is the Victorian State Sporting Organisation for the Sport of Calisthenics. CVL means Calisthenics Victoria Limited.
CaliVic Tribunal	A committee appointed to deal with serious and ongoing complaints. Will include the Chair of the Board, the CEO (Chief Executive Officer) and an externally appointed member. If the CEO or Chairperson is the person who allegations are made against an alternative tribunal composition will be provided.
Codes of Conduct	A set of rules and standards set by CaliVic to maintain and encourage appropriate behaviour in calisthenics.
Complainant	A complainant can be any person or organisation, including a Relevant Organisation, who has information that an Alleged Breach of calisthenics Integrity Policy has occurred.
Complaint	A statement that something is unsatisfactory or unacceptable.
Complaints Manager	The person holding that position at CaliVic from time to time, including any person acting in that position. Required to undergo training in complaint handling, dispute resolution and conflict management.
Decision Maker	Person or Tribunal appointed by the Relevant Organisation to make certain decisions in relation to the resolution of Alleged Breaches under this Policy, who must not be the same person as the Complaints Manager for the relevant Alleged Breach.
Disciplinary Action	Refers to action by CaliVic or relevant organisation to discipline Participants for unsatisfactory or unacceptable performance, behaviour, conduct or breach of CaliVic policies, procedures, or legislation.
Disciplinary Matters	Any Provisional Action taken, or Sanction imposed under this Policy, as defined in this Policy.
Diversity	The concept of diversity encompasses acceptance and respect. It means understanding that everyone is unique and recognising our individual differences.
Employee/s	A person employed by CaliVic.
Equity	Equity is the quality of being fair and reasonable in a way that gives equal treatment to everyone. We base this on grounds of social justice and equity.
First Nations Australians	First Nations Australian's recognises Aboriginal and Torres Strait Islander people as the sovereign people of this land.
Grievance	A real or imagined cause for complaint, an official statement of a complaint over something believed to be wrong or unfair.
Harassment	Means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is likely to cause harm to the person who is the subject of the harassment.
Hearing Tribunal	First instance Tribunal, being either the National Sports Tribunal (NST), CaliVic Tribunal (CVT) or an Alternate Dispute Resolution (ADR) body as provided in this policy.
Homophobia	Dislike of or prejudice against gay people
Inappropriate behaviour	Inappropriate behaviour is any action which causes an officer or affiliate to feel uncomfortable or offended. More formally, it includes behaviour which can be described as harassing, bullying, discriminatory and victimising in its impact.

Inclusion	This is the term used to outline a range of options to cater for people of all ages, abilities, and backgrounds, in the most appropriate manner possible.
LGBTIQ+	Acronym to represent lesbian, gay, bisexual, transgender, intersex, queer, asexual, and other sexually or gender diverse people.
Multicultural	There are a few definitions of multicultural including: <ul style="list-style-type: none"> • Australian Bureau of Statistics (ABS) Census, meaning one or more parents born overseas. • CALD (Culturally and Linguistically Diverse), meaning Culturally and Linguistically Diverse communities (not Anglo Celtic and Aboriginal and Torres Strait Islander backgrounds); and • NESB, meaning non-English speaking background.
National Sports Tribunal	Independent sports dispute resolution services.
People with a disability	The <i>Disability and Inclusion Services Act 1993</i> (Federal) defines 'disability' as meaning a disability: <ul style="list-style-type: none"> • which is attributable to an intellectual, psychiatric, cognitive, neurological, sensory, or physical impairment or a combination of those impairments; • which is permanent or likely to be permanent. • which may or may not be of a chronic or episodic nature; and • which results in reduced capacity of the person for communication, social interaction, learning or mobility and a need for continuing support services. <p>With the assistance of appropriate aids and services, the restrictions experienced by many people with a disability may be overcome.</p>
Prohibited Conduct	Prohibited Conduct includes: <ul style="list-style-type: none"> • Abuse of children and other people in a calisthenics environment, and • Failure to protect Relevant Persons and other people in a calisthenics environment from bullying, intimidation, discrimination, or harassment. • The manipulation of calisthenics competitions. • Issues of medications, supplements, illegal drugs, doping methods.
Racism	Prejudice, discrimination or antagonism by an individual, community or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.
Transphobia	Dislike of or strong prejudice against transgender people.
Unlawful Discrimination	<ul style="list-style-type: none"> • Direct Discrimination, when a person, group, or people is treated less favourably than another person or group, because of a personal characteristic, and • Indirect Discrimination, when there is an unreasonable requirement, condition or practice that disadvantages a person, or a group of people, because of a personal characteristic.
Victimisation	Subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.
Vilification	Public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender, or HIV/AIDS status.

4.4 Standards of Behaviour

No participant club official etc shall engage in conduct which may be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

- Race
- Ethnicity
- Gender identity
- Sexual orientation
- Religion
- Age
- Disability

4.5 Compliance and Breaches

CaliVic will facilitate and support the people involved in the process of raising a grievance or complaint and disciplinary and/or corrective action that may follow as prescribed in the Complaints Grievance and Dispute Resolution Policy.

4.6 Complaint Handling Guideline

The CaliVic Complaints Manager, CaliVic General Manager Operations, CaliVic CEO and CaliVic Board will be responsible for upholding this policy. The CaliVic CEO and General Manager Operations will oversee the process and shall report, directly or indirectly to the CaliVic Board of Directors. The CEO is responsible for the implementation, management, reporting and review of the Anti-Discrimination Policy.

4.7 Confidentiality

Whilst CaliVic will endeavour to preserve the confidentiality of the complainant and the person complained of, it may be necessary to speak with others involved to determine what happened and to maintain the integrity of the investigation process.

The people involved in the complaint are also under a duty to maintain confidentiality and display a commitment to uphold the integrity of the investigation process.

4.8 Outcomes

The outcomes of any alleged discrimination will depend on the nature of the complaint, its severity and what is deemed appropriate in the circumstances.

A range of actions may be deemed necessary to resolve or remedy the discrimination including but not limited to

- Providing training and education to persons concerned regarding the behaviours/conduct.
- Implementing mediation or conflict resolution processes
- Requiring persons who have breached this policy to apologise to appropriate persons
- Adjusting working arrangements where appropriate
- Offering counselling or support services to affected individuals
- Placing the person/s on a probationary period to ensure improved behaviour
- Providing coaching and mentoring
- Issuing a written warning
- Revising policies and procedures to prevent future incidents
- Taking disciplinary action up to and including Termination of membership

Each situation will be evaluated on a case-by-case basis to determine the most suitable course of action.

4.9 Roles and Responsibilities

The CEO in consultation with the CaliVic Board will:

- Be responsible for the supervision and administration of the policy, and the associated education programs (with the support of the Calisthenics organisations and affiliates).
- Support the Complaint Handler to investigate reported breaches as per the Complaints, Grievances and Dispute Resolution Policy.
- Act in a professional, discreet, and confidential manner in undertaking the obligations of their role under this Anti-Discrimination Policy.
- Be responsible for ensuring that the Anti-Discrimination policy is regularly reviewed, and any required amendments are approved by the CaliVic Board.

5. RELATED DOCUMENTS

- Staff Code of Conduct Policy
- Code of Conducts
- Respectful Workplace Policy
- Disciplinary Policy
- Complaints, Grievances and Dispute Resolution Policy
- Member Protection Policy
- Inclusion Policy
- Transgender and Diverse Policy
- Guidelines for Sanctions relating to Homophobia, Biphobia and Transphobia.

6. MONITORING, REVIEW AND EVALUATION

The Board, through its Governance Committee, is responsible for monitoring, evaluating, and reviewing this Policy, as required, from time to time in accordance with changing CaliVic needs and legislative requirements.

7. ATTACHMENTS

Nil

Version Control, Change History and Distribution

Version Control

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