



Ballarat Cricket Association Policy 6

VILIFICATION

This Vilification document should be read in conjunction with the Laws of Cricket, the Ballarat Cricket Association (BCA) Constitution and Code of Behaviour and is not intended to replace them.

POLICY STATEMENT

The BCA is strongly committed to ensuring that all Club Officials, Club Members, Umpires, and other representatives can participate in cricket in an environment free of racial and religious harassment.

Racial or religious harassment at any level of our cricket, both on and off the field of play, will not be tolerated under any circumstances. Club officials and members have a responsibility to create and maintain a playing environment in which participants feel comfortable, and where people respect and tolerate the rights, views, and opinions of others.

Individuals who experience racial or religious harassment are entitled to the support from the BCA Board, other officials and representatives of the Association, and of its Clubs and members.

All complaints of such harassment will be treated seriously and will be investigated promptly and tactfully, including action being taken to ensure that the harassment stops.

The BCA will also take action to ensure that any person who lodges a complaint or who assists the investigation of a complaint, is not victimised, or disadvantaged in any way. Where such a situation occurs, the individual or club found to be in breach of this policy will be required to appear before the BCA Conciliation Committee to provide an explanation, and appropriate disciplinary action will be taken against any person or club deemed to have breached the policy.

Where it is found that the harassment alleged did not occur, all necessary action will be taken to ensure that the reputation of the accused person/s or club is not affected or impugned.

Furthermore, any individual who deliberately fabricates or falsifies a complaint or falsely supports such a complaint of harassment will be required to appear before the BCA Conciliation Committee to provide an explanation, and if proven, subject to appropriate disciplinary action.

Any person who falsely lays a complaint should also be aware that the accused person/s or club has the right to pursue legal action for defamation.

DEFINITIONS AND TERMS

What is Harassment?

Harassment is any form of behaviour which is uninvited, unwelcome and which humiliates, offends, or intimidates another person, or makes the environment uncomfortable or unpleasant.

What is Racial Harassment?

Racial Harassment is the derogatory and offensive use of language and/or behaviour aimed at a person or groups of people based on their colour, race, ethnic/cultural background, or migration.

Racial Harassment is unlawful and will not be tolerated by the BCA under any circumstances. It can involve and affect players, umpires, club officials and supporters.



Examples of Harassment or Discrimination

Examples of behaviour which could form the basis for a complaint include:

- distribution or display of offensive racist or racially oriented material,
- jokes or derogatory comments referring to ethnicity or racial characteristics,
- racially oriented verbal abuse,
- repeated irrelevant references to a person's race, cultural or ethnic background,
- practical jokes based on race or directed only at members of a particular ethnic group,
- isolation or segregation of those from a particular racial or ethnic background,
- campaigns of hate or silence based on race, and
- physical assault based on race.