



QUINNS DISTRICTS JUNIOR FOOTBALL CLUB

Vilification Breach Process

Vilification in any form is unacceptable at any level of football, including Junior Football. Vilification refers to any person including but not limited to Players, Officials, Coaches, Members, Umpires, Spectators, and Parents that acts toward 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 QDJFC will not tolerate conduct or behaviour that discriminates, offends or humiliates another person either directly or indirectly.

This Breach Process should be read and followed alongside the WAFC Vilification Policy which can be found in the latest edition of the WAFC Junior Club Manual. For internal complaints between QDJFC Members, the following penalties shall be prescribed. For complaints against QDJFC members from other Clubs that require District intervention, the following penalties shall be prescribed in conjunction with any penalties handed out from West Perth District. Every effort will be made to ensure that confidentiality is maintained during the entire complaint process where possible.

In the event that it is alleged that a Club Member has contravened this Policy, an Umpire, Spectator or Participant may lodge a complaint in writing to the offenders Team Manager who will forward it to the Club President. If the alleged offender is found guilty of breaching the policy, they will receive a warning letter from the Club. If the same Member is found guilty of a second breach, they will receive an automatic one-week suspension from participating/spectating in any games arranged by the Club. Any further breaches of the policy will result in the Club forwarding an official complaint to the West Perth District to resolve in consultation with the recommendations of the QDJFC Executive Committee. Complaints referred to West Perth District may result in the member being expelled from the Club.

Any player or spectator who is witnessed breaching this Policy by either their Coach, Manager, Umpire, QDJFC Committee Member or game day official during a game will be removed for the remainder of the game. They will also receive a warning letter from the Club and will be required to apologise to the offended person/s either verbally or in writing before being allowed to participate/spectate in any future games with QDJFC. If the same person offends for a second time, they will automatically receive a one-week suspension from the Club, and will again be required to apologise to the offended person/s either verbally or in writing before being allowed to participate/spectate in any future games with QDJFC. Any further breaches of the Policy will result in the Club forwarding an official complaint to the West Perth District to resolve in consultation with the recommendations of the QDJFC Executive Committee. Complaints referred to West Perth District may result in the member being expelled from the Club.

Thank you, The QDJFC Committee.