



# Glen Waverley Bowls Club Inc. – Anti-Discrimination Policy

## February 2026

### 1. Purpose

The purpose of this policy is to ensure that Glen Waverley Bowls Club Inc. (“the Club”) provides an environment that is inclusive, respectful, and free from discrimination.

It is committed to promoting equal opportunity in all areas of its operations—including membership, participation, employment, and access to facilities—and to upholding all obligations under State and Commonwealth anti-discrimination legislation.

### 2. Scope

This Policy applies to:

- Club members as defined by the <sup>1</sup>Club Constitution and <sup>2</sup>By-Laws.
- Club staff and volunteers.
- Participants in all Club activities, including competitions, training, and social events.
- Visitors, contractors, and spectators

### 3. Principles

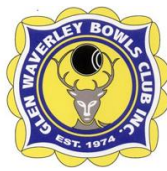
#### 3.1 Equal Opportunity

The Club is committed to providing equal opportunity to all individuals, ensuring fair treatment and access to facilities, programs, services, and employment regardless of personal characteristics.

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<sup>1</sup> Section 6 of the Constitution covers Membership

<sup>2</sup> Section 2 of the By-Law defines Members



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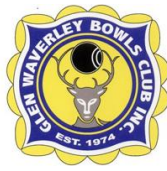
### 3.2 Anti-Discrimination

No person shall be discriminated against, either directly or indirectly, at Glen Waverley Bowls Club on the basis of:

- Age
- Sex or gender identity
- Sexual orientation
- Race, colour, descent, or national origin.
- Religion or beliefs
- Disability, impairment, or medical condition
- Marital or family status
- Pregnancy or parental status
- Carer responsibilities
- Political belief or activity
- Industrial activity or association
- Any other characteristic protected by law.

### 4. Definitions

- **Discrimination:** Unfavourable treatment of a person based on a protected attribute (either direct or indirect).
- **Harassment:** Unwanted behaviour that offends, humiliates, or intimidates another person, including sexual harassment.
- **Victimisation:** Subjecting a person to detrimental treatment because they have made or propose to make a complaint under this policy.
- **Equal opportunity:** Ensuring that all people have the same chance to participate and benefit from Club activities and opportunities.



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### **5. Policy Statements**

#### **5.1 Membership, Participation and Access**

- The Club welcomes all members of the community and actively seeks to encourage participation by women and men of all backgrounds and abilities.
- Membership applications and renewals are reviewed in accordance with this policy and relevant Club rules, without bias or discrimination.
- Access to facilities and programs is available on a non-discriminatory basis.

#### **5.2 Employment and Volunteering**

- Recruitment, selection, promotion, and conditions of employment or volunteering are based on merit and capability.
- Reasonable adjustments will be made to accommodate people with disabilities.
- The Club is committed to fostering a diverse, inclusive, and supportive workplace.

#### **5.3 Club Activities**

- All events, competitions, coaching, and training sessions will be conducted in an inclusive environment.
- Resources and opportunities will be allocated in a fair and equitable manner.

#### **5.4 Zero Tolerance of Discrimination, Harassment, and Bullying**

- Discrimination, harassment, victimisation, or bullying will not be tolerated under any circumstances.
- Any reported incident will be treated confidentially, promptly, and with due respect for all parties.



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### 6. Responsibilities

#### 6.1 The Board of Management

- Approve and promote this policy.
- Monitor compliance and review processes and practices to ensure fairness and eliminate discrimination.

#### 6.2 Members, Staff, and Volunteers

- Treat others with respect and dignity at all times.
- Report any breaches or concerns regarding equal opportunity and discrimination to any of the Club's Board of Management Members (names to be found on the Club's website).

#### 6.3 Coaches and Team Managers

- Encourage and demonstrate inclusive behaviours.
- Address any inappropriate conduct promptly and in accordance with this policy.

### 7. Complaints and Breaches

- All complaints relating to discrimination, harassment, or victimisation should be raised as soon as possible.

#### 7.1 Making a Complaint

Complaints can be made informally or formally to:

- Any member of the Board of Management
- Complaints can be made verbally or in writing. Anonymous complaints will be considered, recognizing that anonymity may limit the Club's ability to investigate.
- Complaints and disciplinary action<sup>3</sup> will be managed according to the Club's Constitution.<sup>4</sup>

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<sup>3</sup> Section 10a of the Constitution outlines the Club's process for Disciplinary Hearings

<sup>4</sup> Section 26 of the Constitution outlines the GWBC Grievance Procedures



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### 8. Education and Communication

The Club will:

- Advise Members about the Policy via the Club's Newsletter
- Display this policy on the Club's noticeboard for an initial 4-week period and thereafter, on the Club's website under its Club Policies Section.
- Provide access to information on anti-discrimination prevention for staff, members, and volunteers.
- Encourage awareness of individual and collective responsibilities regarding discrimination.

### 9. Monitoring and Review

- All members and stakeholders are encouraged to provide feedback for ongoing improvement.

### 10. References

- Equal Opportunity Act 2010 (VIC)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Bowls Victoria Member Protection Policy
- Sport Integrity Australia – National Integrity Framework (Member Protection Policy)
- Sport and Recreation Victoria – Fair Play Code
- Australian Sports Commission – Play by the Rules (Inclusive, Safe and Fair Sport Framework)



## **Glen Waverley Bowls Club Inc. – Anti-Discrimination Policy**

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**11. Next Review Date:** December 2028

This policy shall be reviewed every three years or as required by change of legislation or Club circumstances. Amendments will be communicated to all members and staff.

*For questions regarding this policy, please contact the Board Secretary at [mail@glenwaverleybowlsclub.com.au](mailto:mail@glenwaverleybowlsclub.com.au) or (03) 9561 3227.*

**President: Frank Staebe**

**Secretary: Mick Jones**

Issued: February 2026

Approved by: Glen Waverley Bowls Inc. Board of Management

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