



100 YEARS STRONG

# DIVERSITY IDENTITY POLICY

Football is a game that unites families and communities, bringing together individuals of diverse ages, genders, abilities, backgrounds, and nationalities. Canterbury Lions Football Club (CLFC) is dedicated to fostering a welcoming, safe, fair, and inclusive environment where every individual can participate in football with dignity and respect.

At CLFC, football is more than just a game; it serves as a powerful platform for connection, growth, and empowerment. We celebrate the strength that diversity brings and are committed to cultivating a club culture where everyone feels seen, heard, valued, and supported.

Discrimination or harassment in any form is not tolerated within our club or the broader football community. All players, coaches, officials, volunteers, committee members, supporters, and visitors are expected to uphold this commitment. Our values align with Australian Federal and State legislation, which prohibits discrimination based on sex, gender identity, or intersex status in all aspects of life, including sport.

Recognising that sports may sometimes involve considerations of physical differences, we acknowledge the provisions under the Sex Discrimination Act 1984 (Cth) which permit particular distinctions based on sex, gender identity, or intersex status when significant differences in strength, stamina, or physique could impact competitive equity. However, our commitment to inclusivity remains paramount, and we will continue to explore ways to ensure fair and meaningful participation for all players.

## SCOPE

This policy applies to all members of CLFC, including players, coaches, officials, volunteers, committee members, supporters, and visitors. It aligns with the club's Code of Conduct and adheres to all guidelines set forth by Football NSW, Football Australia, and relevant government regulations.

## PRINCIPLES

### INCLUSIVITY

- CLFC is dedicated to inclusivity for all individuals, regardless of sex, gender, gender identity, racial and cultural backgrounds, religious and spiritual beliefs, physical, intellectual, and sensory abilities, sexual orientations, family structures or socioeconomic status.
- We actively promote participation and work to remove barriers to ensure that everyone can engage in all aspects of football.

### NON DISCRIMINATION

- CLFC strictly prohibits discrimination, harassment, or bullying based on any personal attribute including sex, gender identity, gender expression, race, religion, disability, or appearance.
- We prioritise privacy and dignity for all individuals, respecting their right to privacy regarding their identities.
- The club adheres to all relevant state and federal legislation and complies with rules of governing football bodies.



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## EQUITY

CLFC acknowledges that different individuals face varying challenges. We are committed to:

- Making reasonable adjustments (eg. uniforms, scheduling, communication support)
- Providing flexible options for participation
- Supporting members experiencing financial hardships
- Ensuring fair opportunities in team selection, leadership, and development

## ADDRESSING PERCEIVED ADVANTAGE

- To maintain competitive fairness, differences in strength, stamina, or physique will be addressed through appropriate grading and other inclusive strategies, ensuring equitable competition for all parties.

## CULTURAL SAFETY AND AWARENESS

CLFC is committed to celebrating cultural diversity by:

- Reflecting cultural diversity in club events, communications, and decision making processes.
- Promoting cultural education and honouring significant cultural dates to foster understanding among all members.
- Acknowledging the Traditional Custodians of the land on which operate and striving to build respectful relationships with local Aboriginal and Torres Strait Islander communities.

## ACCESSIBILITY AND DISABILITY INCLUSION

- CLFC is dedicated to making its programs and facilities accessible to individuals with disabilities by:
- Adapting our offerings on a case by case basis and actively seeking feedback to improve our services.
- Ensuring accessibility is a key consideration in future planning, event organisation, and resource allocation.

## SAFETY AND REPORTING

CLFC maintains a zero tolerance policy towards bullying, harassment, or any form of rough conduct. To support this:

- Clear and confidential reporting pathways are established for issues related to discrimination, exclusion, or unsafe behaviour.
- Risk management procedures are used to safeguard the wellbeing of all participants.

## LEADERSHIP AND ACCOUNTABILITY

Inclusion is a shared responsibility within CLFC. Therefore:

- A designated committee member will oversee the Diversity, Equity, and Inclusions strategy and report to the Executive Committee regularly.
- All leaders, coaches, and volunteers are expected to exemplify inclusive behaviour and support inclusive practices in their roles.



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## EDUCATION AND IMPROVEMENT

We provide ongoing education and training for coaches, committee members, and volunteers in the following areas:

- Cultural safety
- Gender diversity and inclusion
- Disability access and equity

We are dedicated to continuous improvement and will:

- Regularly consult with members
- Review feedback and data
- Update this policy as needed

## POLICY REVIEW

This policy will be reviewed annually or as necessary to ensure it remains relevant and practical. We welcome member feedback at any time to help strengthen our inclusive practices.

## COMPLIANCE

- Sex Discrimination Act 1984 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Age Discrimination Act 2024 (Cth)
- Anti-Discrimination Act 1977 (NSW)
- Children and Young Persons (Care and Protection) Act 1998 (NSW)
- Work Health and Safety Act 2011 (MSW)
- Privacy and Personal Information Protection Act 1998 (NSW)
- Football Australia's Member Protection Framework
- Football NSW Code of Conduct and Inclusion Policy
- Play by the Rules Inclusive Sport Guidelines