

Monkstown Lawn Tennis Club

Anti-Discrimination and Anti-Harassment Policy

Policy Statement

The Club has in place practices which are designed to ensure that all staff and members are protected from discrimination and harassment, and that claims of discrimination and harassment are dealt with speedily and constructively.

Rationale

The Club believes that discrimination and harassment are unacceptable and that, furthermore, that staff and patrons can be adversely affected by incidents of discrimination and harassment in its facility. Staff have a responsibility to provide an environment that is free from harassment and discrimination in all its forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

This policy is intended as a framework document, allowing the Club the flexibility to accommodate local needs and circumstances. However, the policy directs that the Club take responsibility for establishing mechanisms and procedures to actively counter discrimination and harassment.

Definitions

1. Discrimination

- Refers to any behaviour or practice which reflects an assumption of superiority of one group over another
- Is behaviour which disadvantages people on the basis of their real or perceived membership of a particular group
- Includes such behaviour as less favourable treatment, unfair exclusion and asking discriminatory questions

Direct Discrimination takes place when a person treats another person, on the basis of an attribute or characteristic, less favourably than a person without that attribute or characteristic. These attributes or characteristics could include gender, marital status, pregnancy, parental status, family responsibilities, sexuality, ethnicity, age or disability.

Indirect Discrimination takes place when a person imposes a condition, requirement or practice which is unreasonable or disadvantages a member of a group who shares or is believed to share an attribute on the basis of gender, marital status, pregnancy, parental status, family responsibilities, sexuality, ethnicity, age or disability. Indirect discrimination can also take place when groups or individuals are treated as being the same, although they are different. By not taking differences into account, one group or individual benefits at the expense of the others.

2. Harassment

- Is the extension of power of one person over another, which often presents as bullying behaviour
- Involves physical, verbal or psychological behaviour which makes one person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry
- Includes insulting, demeaning, humiliating, offensive, vilifying or intimidatory behaviour or behaviour which incites hatred
- Includes a wide range of conduct that causes another person to feel offended, humiliated, insulted or ridiculed
- Is behaviour which is unwelcome, unreciprocated, uninvited and usually repeated

- May cause damaging stereotypes to be maintained
- Is a breach of proper standards of conduct and professional behaviour
- May be based on misunderstanding or be a deliberate act based on a subjective perspective.

Goal

It is intended that the Club will provide a supportive environment which is free from discriminatory practices and harassment and which promotes personal respect and physical and emotional safety.

Requirements

To achieve the above goal, the following strategies will be employed:

1. The club will develop strategies to investigate and attempt to resolve alleged incidents of discrimination and harassment. All club members will be familiar with these strategies. All reports and allegations will be taken seriously in the investigation of incidents and the resolution of conflicts.
2. The strategies developed by the Club will be monitored and reviewed regularly.

Responsibility

The Executive Committee of the Club will be responsible for:

- Implementing the policy within the Club
- Being aware of the legislative requirements relating to discrimination and harassment
- Ensuring that the preparation and review of plans and grievance procedures involve consultation with all groups within the community and include the range of discriminatory behaviours
- Ensuring that patrons, members are familiar with the Club's approach, and understand their rights and responsibilities in relation to it
- Promoting this policy within the Club
- Monitoring the Club's plans to counter discrimination and harassment, including documenting reported grievances, and initiating reviews of the approaches at regular intervals
- Ensuring sensitivity and confidentiality, and the protection of the rights of all individuals
- Practising non-discriminatory behaviours.

Members will be responsible for:

- Ensuring that activities are congruent with and in support of this policy
- Being aware of the legislative requirements relating to discrimination and harassment
- Practising non-discriminatory behaviours
- Providing advice and support materials for the enactment of this policy

Extract from Constitution and Rules from Monkstown LTC

This constitution and Rules took effect on May 2nd 2012, following an EGM of the membership of the club.

42. The Club will maintain in place policies designed to ensure that members and employees are protected from discrimination and harassment and that claims of discrimination and harassment are dealt with speedily and constructively. The Club shall make available on its website such version of the policies as shall be in force from time to time.