



ARL ANTI-DISCRIMINATION AND HARASSMENT POLICY STATEMENT

The Australian Rugby League aims to provide an environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

The ARL recognizes that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their sex, marital status, pregnancy, parental status, race, age, disability, homosexuality, sexuality, transgender, religion, political belief and/or industrial activity.

The ARL prohibits all forms of harassment and discrimination, not only because it is against the law, but because it is extremely distressing, offensive, humiliating and/or threatening and creates an uncomfortable and unpleasant environment.

Descriptions of some of the types of behavior which could be regarded as harassment or discrimination are provided in the ARL Member Protection Policy (Clause 11 – Dictionary).

If any person feels they are being harassed or discriminated against by another person or organization bound by this policy, please refer to the complaints procedure outlined in the ARL Member Protection Policy (Attachment C).

This will explain what to do about the behavior and how the Australian Rugby League will deal with the problem.

For further information on this policy, contact Rod Hughes on 0409 008 128 or email rodhughes@arldevelopment.com.au

Signed:

JOHN LOVE
ARL Chairman

Signed:

Geoff Carr
ARL Chief Executive

Community Football Department, ARL Development

Program proudly sponsored by  **OAMPS**
Australian bred success