

# **ASSOCIATED & CATHOLIC COLLEGES OF WA (INC)**

## **D.6 — "POLICY ON RELIGIOUS & RACIAL VILIFICATION"**

**(INCORPORATING CODES OF BEHAVIOUR)**

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**ASSOCIATED & CATHOLIC COLLEGES**  
**OF**  
**WESTERN AUSTRALIA**

**D.5 — "POLICY ON RELIGIOUS & RACIAL VILIFICATION"**

**Background**

The association was first formed in 1937 and has a long tradition of providing interschool sporting opportunities to Catholic secondary schools throughout Western Australia. Significantly, in the 1980's the name, constitution and membership of the association was changed to extend these opportunities to other non-catholic independent schools. The membership of the association now includes Anglican, Baptist, Uniting Church, Jewish, Catholic and non-denominational secondary schools. As a result, the religious and cultural nature of the association's member schools is very diverse.

The aim of the Association is to promote the ideals of Christian education among the students attending member schools by encouraging **mutual respect** and **acceptance** through the provision of sporting, social and recreational activities. All people involved in ACC sporting activities should respect the diverse cultural and religious customs and backgrounds of the students and staff in the schools.

The maxim of the Association is "Sport in the Right Spirit" and should be the guide for appropriate behaviour of all parties involved in ACC Sport.

The following policy and codes of behaviour are designed to support the association's maxim and ensure that all students and staff involved in ACC sport are treated with respect, dignity and worth regardless of their gender, age, ability, cultural background or religion.

**Codes of Behaviour**

The Association has developed "Codes of Behaviour" (Appendix 1) to assist everyone involved in ACC sport to promote fair play and appropriate behaviour. The codes outline appropriate behaviour for players, coaches, teachers, officials, administrators and spectators. All schools should use these codes as the basis for creating an awareness of appropriate behaviour when participating in ACC Sport.

**Rights**

The most basic right of everyone involved in ACC Sport is to be treated with respect and dignity. Schools should always highlight this basic right to all students, coaches, teachers and officials prior to participation in any ACC activity.

**Policy**

In the event that a student, coach, teacher or official is not afforded this basic right than the following policy will be implemented. The policy is a simple procedure designed to deal rapidly with any complaint. The process seeks conciliation between parties and should be based on education before disciplinary action. Schools are responsible for the implementation of the policy.

**Promotion**

Schools should endeavour to promote the policy to all people involved in ACC sport so that all parties are aware of their rights and responsibilities. Schools are encouraged to provide a copy of the policy and codes of behaviour to all staff and other personnel who are involved as coaches/managers of ACC sporting teams. The school should also issue the player's code of behaviour to all students participating in ACC sport.

## Procedures for: **Policy on Religious and Racial Vilification**

### **1. AN ALLEGED INCIDENT**

Conduct that threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or ethnic origin.



### **2. A COMPLAINT**

May be made by an official, a student, a teacher, a coach or a school. It must be reported to the School Principal or the ACC Director of Sport as soon as possible after the alleged incident. Where possible this should be no later than the end of school on the day after the incident. The complaint will then be referred for conciliation.

The role of the ACC will be to notify schools of any alleged incidents that are reported to the ACC. Schools are also requested to notify the ACC Director of Sport of any alleged incidents, of which they have been notified.



### **3. CONCILIATION**

The school Principal involved refers the matter to conciliation, to be resolved as soon as possible after the incident. The complaint will be directed from the alleged victim(s) school Principal(s) to the Principal(s) of the alleged offender(s). The individuals in question would first meet with their own school Principal to discuss the incident. The Principals involved would then discuss the incident and organise the appropriate conciliation process. This process may involve a face-to-face and/or written apology between the parties, but will be determined by the Principals involved. All reported incidents must involve some form of education process for the offender(s). Any disciplinary action against the offender(s) will be at the discretion of the schools involved.

The conciliation process should primarily be a schools issue, but in the event that the Principals involved cannot resolve the complaint to their mutual satisfaction, than the incident must be referred back to the ACC Executive who will than act in a mediatory role to further assist in the conciliation process.



### **4. COMPLAINT RESOLVED**

*NB: The ACC "Policy on Religious and Racial Vilification" is based in part on the 'Racial and Religious Abuse Policy' of the Australian Football League.*

## Appendix 1:

# **Associated & Catholic Colleges Codes of Behaviour**

The Codes of Behaviour have been developed to assist everyone involved in ACC sport to promote fair play and appropriate behaviour. The codes outline appropriate behaviour for players, coaches, teachers, officials, administrators and spectators.

*(ACC Codes of Behaviour have been adopted from the "Aussie Sport – Codes of Behaviour", produced by the Australian Sports Commission.)*

## **Players Code of Behaviour**

- Respect the rights, dignity and worth of all participants regardless of their gender, age, ability, cultural background or religion.
- Play by the rules
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit, so will you.
- Be a good sport. Applaud all good plays whether your team or the opposition makes them.
- Treat all participants in your sport, as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, teammates and opponents. Without them there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.

## **Coaches Code of Behaviour**

- Respect the rights, dignity and worth of every young person regardless of their gender, age, ability, cultural background or religion.
- Remember that young people participate for pleasure and winning is only part of the fun.
- Never ridicule or yell at a young player for making a mistake or not winning.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of your sport and teach your players to do the same.
- Ensure that the time players spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- Avoid overplaying the talented players; the just average need and deserve equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Display control, respect and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage your players to do the same.
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development.

## Teachers Code of Behaviour

- Respect the rights, dignity and worth of every young person regardless of their gender, age, ability, cultural background or religion.
- Encourage young people to develop basic skills in a variety of sports and discourage overspecialisation in one event, sport or playing position.
- Create opportunities to teach appropriate sports behaviour as well as basic skills.
- Give priority to free play activities, skill learning and modified sports over highly structured competition for primary school children.
- Prepare young people for intra and inter school competition by teaching them basic sport skills.
- Make young people aware of the positive benefits of participation in sporting activities.
- Keep up to date with coaching practices and the principles of physical growth and development. Read and use the latest coaching and teaching resources for junior sport.
- Help young people understand the differences between the junior competition they participate in and professional sport.
- Help young people understand that playing by the rules is their responsibility.
- Give all young people equal opportunities to participate in administration, coaching and refereeing as well as playing.

## **Administrators Code of Behaviour**

- Respect the rights, dignity and worth of every young person regardless of their gender, age, ability, cultural background or religion.
- Involve young people in planning, leadership, evaluation and decision making related to the activity.
- Give all young people equal opportunities to participate.
- Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players.
- Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.

## Officials Code of Behaviour

- Give all young people a 'fair go' regardless of their gender, age, ability, cultural background or religion.
- Modify rules and regulations to match the skill levels and needs of young people.
- Compliment and encourage all participants.
- Be consistent, objective and courteous when making decisions.
- Condemn unsporting behaviour and promote respect for all opponents.
- Emphasise the spirit of the game rather than the errors.
- Encourage and promote rule changes, which will make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up to date with the latest trends in officiating and the principles of growth and development of young people.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Place the safety and welfare of the participants above all else.

## **Spectators Code of Behaviour**

- Respect the rights, dignity and worth of every young person regardless of their gender, age, ability, cultural background or religion.
- Remember that young people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decisions of officials and teach young people to do the same.
- Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- Show respect for your team's opponents. Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass players, coaches or officials.