



FLINDERS UNITED WOMEN'S FOOTBALL CLUB

DIVERSITY AND INCLUSION POLICY

1. Purpose

Flinders United Women's Football Club (FUWFC) is committed to ensuring football is safe, welcoming, fair, and accessible for everyone. This policy outlines our commitment to diversity and inclusion and is aligned with Football Australia's Anti-Discrimination Policy and National Code of Conduct.

2. Scope

This policy applies to all players, parents, coaches, team managers, referees, officials, volunteers, committee members, contractors, and spectators participating in any club activity.

3. Definitions (Football Australia Framework)

3.1 What is Discrimination?

Discrimination occurs when a person or group is treated unfavourably because of a protected attribute.

There are two types:

Direct Discrimination

Direct discrimination occurs when an individual or group is treated unfairly or less favourably than others in similar circumstances because of a protected characteristic (e.g. gender, age, disability). This is sometimes called *disparate treatment* or *formal inequality*.

Indirect Discrimination

Indirect discrimination occurs when a requirement, rule, or practice applies to everyone but has a disproportionate, negative impact on a person or group with a protected attribute — and is not reasonable. This is sometimes referred to as *adverse impact* or *substantive inequality*.

Note: Intention or awareness does **not** determine whether discrimination has occurred.

Protected Characteristics

Under State, Territory and Federal law, characteristics include (but are not limited to):

- age
- disability (physical or mental)
- family or carer responsibilities
- sex or gender
- gender identity
- intersex status
- irrelevant medical or criminal record
- lawful sexual orientation
- marital status
- membership or activity in an employee/employer association or trade union
- physical features

- political belief or activity
- pregnancy, potential pregnancy, breastfeeding
- profession, trade, occupation
- race
- religion or religious activity
- social origin or extraction
- association with someone who has (or is assumed to have) one of these characteristics

Recognised Exceptions

Exceptions exist under anti-discrimination law, including:

- Age-based competitions (e.g. U15 competitions).
- Excluding people from certain competitive activities where strength, stamina, or physique is relevant (not applicable to children under 12).
- Non-selection where a disability means a person cannot reasonably perform required actions of a particular sporting activity.

Members should refer to the full Football Australia Anti-Discrimination Policy for details.

3.2 What is Diversity?

Diversity refers to the broad mix of people involved in our sport. It includes characteristics such as:

- gender and gender identity
- ethnicity and cultural background
- sexual orientation
- disability
- age
- religion or belief
- socioeconomic background
- family, marital, or partnership status

Every individual's attributes shape their perspective, experience, and interactions. Diversity enriches our club and the football community.

3.3 What is Inclusion?

Inclusion means actively ensuring all people — regardless of their attributes — are welcomed, respected, and able to contribute fully to the sport.

While diversity is the mix of people, **inclusion is how we make the mix work.**

Being inclusive means:

- Creating environments where everyone feels valued and safe.
 - Ensuring equal access to opportunities.
 - Removing barriers to participation.
 - Representing and reflecting our full community within the club.
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4. Why Diversity & Inclusion Matter

A diverse and inclusive club benefits everyone and contributes to a stronger football community. Embedding these values:

- increases participation and member engagement
- expands access to football

- better reflects our local community
- supports under-represented groups
- reduces actual or perceived barriers to participation
- strengthens governance and decision-making
- encourages innovation and fresh perspectives
- fosters a “speak-up” culture and reduces misconduct
- promotes social inclusion and community cohesion

A culture that tolerates discrimination harms individuals, teams, and the sport.

5. Our Commitment

FUWFC commits to:

- providing a safe and inclusive environment for all
 - treating everyone with dignity, respect, and fairness
 - complying with all anti-discrimination laws
 - ensuring club rules and practices do not disadvantage any group
 - challenging and addressing discriminatory behaviour
 - promoting inclusive participation across all programs
 - fostering representation of diverse groups across playing, coaching, officiating, and leadership roles
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6. Responsibilities

6.1 Club Committee

- Lead implementation of this policy.
- Respond to concerns or reports promptly and confidentially.
- Ensure club practices align with Football Australia policies.
- Promote diversity in recruitment and governance.
- Abide by the FUWFC Code of Conduct.

6.2 Coaches & Team Officials

- Model inclusive behaviour.
- Ensure equitable playing and development opportunities.
- Address inappropriate behaviour immediately.
- Abide by the FUWFC Code of Conduct.

6.3 Players

- Treat teammates, opponents, and officials respectfully.
- Support an inclusive team environment.
- Speak up about concerns.
- Abide by the FUWFC Code of Conduct.

6.4 Parents & Spectators

- Behave respectfully at all times.
 - Support an inclusive and welcoming club culture.
 - Abide by the FUWFC Code of Conduct.
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7. Reporting & Complaints

The club encourages members to report concerns or incidents of discrimination, harassment, or exclusion. Reports will be:

- taken seriously
- kept confidential where appropriate
- investigated promptly
- handled in line with the FUWFC Grievance Policy and Procedure

Consequences for breaching this policy may include warnings, suspension, removal from the club community, or referral to FootballSouth Australia.

8. Review

This policy will be reviewed annually or earlier if required by changes in Football Australia policy or legislation.

DIVERSITY AND INCLUSION POLICY HISTORY	
Date approved	
26/11/2025	V1 document created.