

POLICY BACKGROUND

Vilification to any degree is totally unacceptable at any level of football. All those involved in Community Football have the right to be involved in an environment that is free from vilification and/or harassment. The WAFC takes an extremely firm stance on eliminating this type of behaviour from the game.

This Policy applies to all persons involved in community football, including: players, coaches, team officials, club officials, league officials, volunteers, umpires, parents, guardians, spectators and sponsors. As an affiliated state body of the AFL, the WAFC adheres to the Managing Vilification and Discrimination process detailed in the National Community Football Policy Handbook. By way of affiliation this policy applies to all clubs.

VILIFICATION PROCESS

	DESCRIPTION OF ACTION	RESPONSIBLE
1. AN ALLEGED INCIDENT		
1a	<p>Conduct occurs that threatens, disparages, vilifies or insults another person on any basis, including but not limited to, a person's race/colour, religion/spirituality, nationality/ethnic origin, special ability/disability, sexuality, gender identity or other, for example body shaming, mental health, illness or disease etc.</p> <p>Vilified Player to advise their Team Official (Coach / Team Manager) of the alleged incident as soon as possible.</p>	Vilified Player
2. GAME DAY ACTION		
2a	The clubs and individuals concerned will take immediate action to resolve the matter at the ground between the two teams concerned.	Team Managers
2b	If the matter is resolved, it is the responsibility of <u>both</u> Team Managers to inform their respective Club President via a written report within 24 hours.	
2c	If the matter cannot be resolved immediately, it is the responsibility of <u>both</u> Team Managers to inform their respective Club President of the issue immediately.	
3. CLUB ACTION		
3a	If the matter is resolved on game day, a written report is required to be submitted by both Club Presidents to the WAFC within 24 hours post resolution.	Club Presidents
3b	If the matter cannot be on game day, the Club President of the complainant is required to submit a Notice of Complaint to the WAFC by 5pm on the next business day after the relevant Match.	
4. NOTICE OF COMPLAINT		
4a	<p>A complaint may be lodged by a Person <u>or</u> a Club.</p> <p>A person is anyone who is reasonably connected to Australian Football (eg player, official, parent/guardian, spectator).</p> <p>Where a Person or Club is lodging a Complaint on behalf of the Offended Person, they should do so with the consent and support of that Offended person.</p>	Person or Club
4b	If a Notice of Complaint is lodged by a Club in connection to a match, then the submission must be submitted by 5pm on the next business day after the relevant match.	Club

4c	If a Notice of Complaint is lodged by a Club and not in connection with a match (ie via social media, at a club event, training etc), then it must be submitted no later than 30 days after the incident.	Club
4d	If the Notice of Complaint is lodged by a Person for any incident, it must be submitted no later than 30 days after the alleged incident.	Person
4e	All Notice of Complaints must be submitted via the online WAFC Notice of Complaint - Prohibited Conduct (Vilification & Discrimination) form.	Person or Club
5. PUBLIC STATEMENT		
5a	No public statement (including via social media) is permitted by the clubs, players, umpires or any representative of the club(s) involved at any stage of the process.	All Parties
6. WAFC RESOLUTION		
6a	Once a Notice of Complaint is received, the WAFC Head of Competitions will complete a preliminary assessment of the complaint to ensure it meets all requirements and is able to proceed. Further information from the complainant may be requested before a decision can be made.	
6b	The WAFC will investigate the matter and determine the appropriate next course of action. This may involve mediation, the issuing of a policy breach or referral directly to the Tribunal.	
6c	The WAFC will arrange for a mediation meeting between the individuals and clubs to be held at the earliest convenience. Mediation is a key resolution mechanism of complaints as it provides an opportunity for both parties: <ul style="list-style-type: none"> - to be heard in a safe and professionally coordinated environment; and - to reach an agreed resolution prior to the WAFC progressing to more formal outcomes. 	
6d	Any matter which has not been resolved by mediation must have a Notice of Breach issued by the WAFC as per the AFL's National Policy. This Notice will include any sanctions that may be accepted under an Early Guilty Plea Offer. Sanctions may include, but are not limited to, one or more of the following: <ul style="list-style-type: none"> - a suspension from playing and/or officiating in matches; - participation in a community program; - participation in an education course; - a public apology. 	
6e	A response to an Early Guilty Plea Offer under a Notice of Breach must be received by the WAFC no later than 48 hours after receipt of the Notice of Breach. The Offending Person may accept the Early Guilty Plea Offer or may elect to contest the Notice of Breach. Where a person elects to contest the Notice, the matter will progress to Tribunal.	
6f	The Tribunal will hear the matter in accordance with the Guidelines, Policies, Rules and Regulations of the Competition.	

SUPPORTING DOCUMENTS

[National Community Football Policy Handbook](#)

[WAFC Notice of Complaint - Prohibited Conduct \(Vilification & Discrimination\)](#)