



Victorian Amateur Football Association

Policies and Code of Conduct

RACIAL AND RELIGIOUS POLICY

The policy

No player, official or supporter of a member club of the Association shall speak to, or at, or about, any person of any member club of the Association in a manner which abuses, threatens, disparages, vilifies or insults the other person on the basis of that person's race, gender, religion, physical characteristics, colour, descent, national or ethnic origin or any other personal characteristics.

Enforcement of the policy.

Umpires are instructed to refer to the Chief Executive Officer of the Association by written report within seventy- two hours of the conclusion of any match **any alleged breaches of the policy**. The Chief Executive Officer shall then consult with the Chairman of the Tribunal and Investigation Committee and undertake any preliminary investigations as directed by such chairman, which may include an attempt at mediation, that if successful, may see a formal hearing not necessary.

The Association may lay a charge or charges based upon the umpire's written report alleging a breach or breaches of this policy as constituting conduct unbecoming or conduct prejudicial to the interests of the Association and such charge or charges shall be heard before an Investigation Committee.

Clubs are encouraged to report alleged breaches of the policy to the Association under Rule 124 for Investigation by the Investigation Committee. The requires the details are to be provided in writing to the Chief Executive Officer of the Association by 3 pm on the Wednesday following the alleged incident accompanied by a fee of \$200 which may be forfeited in whole or in part if the Investigation Committee which hears the matter considers the complaint or charge to be frivolous.

The Chief Executive Officer shall then consult with the Chairman of the Tribunal and Investigation Committee and undertake any preliminary investigations as directed by such chairman and which may include mediation (see above).

The Association may lay a charge or charges based upon the umpire's written report alleging a breach or breaches of this policy as constituting conduct unbecoming or conduct prejudicial to the interests of the Association, and such charge or charges shall be heard before an Investigation Committee.