



GOLD COAST TURF CLUB

“Racing every Saturday in Paradise”

ANTI-DISCRIMINATION POLICY

The Gold Coast Turf Club Limited ABN 29 102 941 980 is committed to providing a safe and friendly environment, which is free from discrimination and harassment. Discrimination and harassment will not be tolerated under any circumstances. This policy is for the attention of the employees, and Members regards their responsibilities to others concerning discrimination, harassment and victimisation.

1. What is discrimination?

Generally, discrimination is where distinctions are made between groups or individuals because of a particular characteristic. Consequently, prejudicial decisions can be made with these irrelevant factors in mind, in turn, affecting an individual or group unfairly.

Discrimination under the *Anti-Discrimination Act 1991 (Qld)* is illegal on the following grounds:

- sex
- marital status
- pregnancy
- social origin
- age
- parental status
- impairment
- race
- criminal record
- political belief and activity
- religion
- trade union activity
- lawful sexual activity

No one should discriminate against anyone on the basis of association in relation to a person based on the above factors.

1.1 What can be identified as discrimination?

Discrimination can be direct or indirect.

Direct discrimination: this occurs where a person with a particular characteristic is treated or proposed to be treated less favourably than another person who does not have that characteristic in circumstances that are the same or similar.



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Indirect discrimination: this occurs where a person with a particular characteristic has a term imposed on them or proposed to be imposed on them, causing them to be disadvantaged.

Examples of discrimination are:

1. Where a person undermines another person because they do not like them because they have a different religious belief to them.
2. When making decisions about a particular person who holds a certain characteristic, the person uses stereotypes in guiding them in their decision making process on the person.
3. Making jokes about another person's race, sexual preference, age and disability.

All employees and members must ensure that persons involved with the Gold Coast Turf Club are treated fairly and are not the subject of discrimination. Persons who are victims or have witnessed this vilification are encouraged to make complaints. These complaints will be treated seriously.

2. What is harassment?

Harassment can be classified under two categories:

1. General harassment; and
2. Sexual Harassment.

General harassment: Is offensive, abusive, threatening or belittling behaviour directed at a person or persons because of a particular characteristic they may hold.

Sexual harassment: It is a form of unwelcomed sexual attention. It can be any of the following:

- unwelcome physical contact;
- jokes, taunts or sexual or suggestive remarks;
- the display of offensive sexual material (such as pictures, photographs or posters) or reading material (such as e-mails, faxes letters); and
- unwelcome requests for sex.

This can be a single incident. It does not have to be ongoing. However, some incidents such as unwanted invitations or compliments may not be classified as harassment if they are not repeated.

If you experience some form of harassment or witness someone who is then you should make a complaint to the Gold Coast Turf Club.



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3. What is victimisation?

Victimisation is when a person threatens to or does an act against another person if:

- (a) they have made a complaint or are associated with someone who has made a complaint under this policy; or
- (b) they have had a complaint made against them or are associated with a person who has had a complaint made against them.

Victimisation will not be tolerated and should be reported to the Gold Coast Turf Club immediately.

4. Gold Coast Turf Club’s responsibilities regarding this policy?

The Gold Coast Turf Club is responsible for taking reasonable steps to prevent discrimination, harassment and victimisation in our organisation and to ensure that our policy is known throughout the organisation.

The Gold Coast Turf Club will promote awareness of this policy and contents by:

- a) Distributing the policy to its Directors, employees, contractors, and Members generally.
- b) Notify Members of the policy through the Gold Coast Turf Club magazine.
- c) Include a copy of the policy on the Gold Coast Turf Club web site.

The Board of Directors of the Gold Coast Turf Club is responsible for ensuring the Gold Coast Turf Club is free of harassment. This policy will be monitored and reviewed regularly by the Board of Directors who will treat complaints seriously and take appropriate action to investigate and resolve all complaints.

Employees and Members are:

- (a) not to engage in discrimination, victimisation or harassment;
- (b) must report discrimination, harassment or victimisation; and
- (c) must maintain complete confidentiality during an investigation of a complaint in breach of this policy.



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5. How is a complaint to be investigated?

Any reports of unfair discrimination, harassment or victimisation will be treated seriously, confidentially, promptly and impartially and determined by informal or formal resolution. The complaint can be withdrawn at any time, closing the investigation.

Informal resolution

The complainant reports the complaint to the Chief Executive Officer or the Chairman of the Board of Directors verbally. Solutions are discussed between the parties concerned to resolve the problem. If the complaint is not resolved then mediation will occur involving an agreed third party to mediate.

Formal resolution

If informal resolution is not productive or the complainant wishes to engage in a formal complaint, they can do so in writing to the Chief Executive Officer or the Chairman of the Board of Directors. If appropriate the first attempt to resolve the matter will be by mediation with the relevant parties. If this fails, then an investigation will be made into the complaint.

The investigation into the complaint will establish whether the alleged complaint occurred and if so, what disciplinary actions should be taken to resolve the matter.

The following disciplinary action will be taken against the offender, including but not limited to:

- (a) requiring the offender to make a verbal/written apology;
- (b) requiring the offender to attend counselling;
- (c) issuing a Show Cause Notice if the offender is a Member as to why membership should not be cancelled or suspended; and
- (d) any other such action that is reasonable in the circumstances.

An aggrieved person may make a formal complaint to the Anti- Discrimination Commission if the complaint has not been satisfied by the above process. Contact details are as follows:

Anti-Discrimination Commission Office
P O Box 2122, Milton Q 4064
Fax: (07) 3247 0960
Phone: 1300 130 670
TTY: 1300 130 680