



Maffra Golf Club

Equal Opportunities Policy

1. PURPOSE

To eliminate discrimination or harassment in the Club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

2. POLICY STATEMENT

Maffra Golf Club supports equal opportunity as applied to membership, coaching, committee appointments and player selection and will make decisions based on a person's skills with disregard to personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs. The exception to this statement exist where a rule or bi-law has been established by the Club, Association or State Body that prohibits participation of an individual in a particular competition because of safety or maturation considerations.

All members of the Club are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics including those listed. Any person engaging in behaviour deemed as racially vilifying, homophobic, or discriminatory will encounter disciplinary action.

3. PROCEDURES

Grievance procedures as outlined in Maffra Golf Club's constitution, pages 12 and 13, are to be followed in the case of a grievance or discipline issue.