



LAKE ZURICH MAULERS YOUTH RUGBY CLUB **ANTI-RACISM POLICY**

1. Policy Statement

The Lake Zurich Maulers Youth Rugby Club ("the Club") is committed to creating and maintaining an environment that is **free from racism, racial discrimination, and racial harassment**.

Racism has no place in rugby or in our community. The Club believes that **every individual has the right to be treated with dignity, respect, and fairness**, regardless of race, color, ethnicity, national origin, or cultural background.

This policy applies to all players, coaches, parents, guardians, volunteers, officials, board members, and spectators involved in Club activities.

2. Zero-Tolerance Commitment

The Club adopts a zero-tolerance approach to racism. Any form of racist behavior – whether intentional or unintentional – will be taken seriously and addressed promptly and appropriately. Racism will never be excused as "jokes", "trash talk", "heat of the moment", "lack of intent". Impact matters more than intent.

3. What Constitutes Racism

Racism includes, but is not limited to:

- Racial slurs, insults, or derogatory language
- Stereotyping or mocking based on race, ethnicity, or cultural background
- Discriminatory behavior or exclusion
- Racist gestures, symbols, imagery
- Online or electronic harassment based on race
- Differential treatment, bias, or intimidation rooted in race or ethnicity

Racism may occur:

- Between players
- From adults to children
- From children to adults
- In person or online
- On or off the field during Club-related activities
- From adults to adults

4. Responsibilities

The Club

- Promote a culture of respect, inclusion, and accountability
- Educate participants on expected behavior and values
- Respond promptly and appropriately to all reports of racism



- Support individuals affected by racist behaviors

Coaches & Volunteers

- Set clear expectations of respectful behavior
- Challenge and address racist behavior immediately
- Report incidents in accordance with Club procedures
- Model inclusive and respectful conduct at all times

Players

- Treat teammates, opponents, officials, and others with respect
- Refrain from racist language or behavior
- Speak up or report concerns when racism is witnessed or experienced

Parents & Guardians

- Support the Club's anti-racism standards
- Model respectful behavior at games and events
- Report concerns appropriately

5. Response & Consequences

When racist behavior is reported or observed, the Club will: listen carefully to those involved, assess the nature and severity of the incident, take appropriate action.

Possible actions include: education and restorative conversations, verbal or written warnings, suspension from activities, removal from the team or Club in serious or repeated cases.

Adult-to-child racist behavior will be treated as a **serious safeguarding concern** and will be escalated immediately.

6. Education & Culture

The Club is committed to promoting understanding, empathy, and respect while reinforcing rugby's core values of respect, integrity, solidarity, discipline and passion. Anti-racism is not a one-time rule, it is an ongoing commitment.

7. False or Malicious Allegations

No action will be taken against any individual who raises concern in good faith, even if the allegation is not substantiated. However, malicious or intentionally false allegations may be subject to disciplinary action as determined by the Clubs Board of Directors.

8. Policy Review

This policy will be reviewed annually or as required by the Club Board of Directors.