

EMPOWER



Empower Strength & Performance

ANTI-DISCRIMINATION POLICY



Empower Strength & Performance: Anti-Discrimination Policy
JANUARY 2025

Empower Strength & Performance Anti-Discrimination Policy

1. Purpose

Empower Strength & Performance is committed to creating a safe, inclusive, and welcoming environment free from discrimination, harassment, and victimisation. This policy aligns with the principles of the following legislation, guides, and frameworks:

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- Racism. It Stops With me Conversation Guide July 2022
- Sport Integrity Australia National Integrity Framework 2023

2. Scope

This policy applies to all members, participants, staff, contractors, volunteers, and visitors involved in Empower Strength & Performance programs, services, and activities. It covers behaviour both in person and online, during events, training sessions, competitions, and in any other ESP-affiliated environment.

3. Definitions

- **Discrimination:** Treating someone unfavourably or less favourably because of a protected attribute as defined under the Age Discrimination Act 2004, Disability Discrimination Act 1992, Racial Discrimination Act 1975, Sex Discrimination Act 1984, and Australian Human Rights Commission Act 1986
- **Harassment:** Unwelcome behaviour that intimidates, offends, humiliates, or creates a hostile environment for an individual or group.
- **Victimisation:** Subjecting someone to detrimental treatment because they have made a complaint, intend to make a complaint, or are involved in a complaint under this policy.
- **Protected Attributes:** Characteristics safeguarded by law, including but not limited to:
 - a. Age
 - b. Gender identity
 - c. Sex
 - d. Sexual orientation
 - e. Race, ethnicity, or national origin
 - f. Disability (physical, intellectual, psychiatric, sensory, or neurological)
 - g. Pregnancy or marital status

- h. Religion or belief
 - i. Political opinion
- i. **Bullying:** Repeated, unreasonable behaviour that causes physical or psychological harm to an individual.
- ii. **Sport Integrity Australia National Integrity Framework:** A framework designed to safeguard the integrity of sport in Australia by promoting safe and inclusive environments.

4. Policy Objectives

1. Promote a culture of respect, inclusion, and diversity.
2. Prohibit and prevent all forms of discrimination, harassment, bullying, and victimisation.
3. Provide clear procedures for reporting and addressing complaints related to discrimination.
4. Educate and raise awareness among staff, volunteers, and members on their rights and responsibilities under this policy.
5. Ensure compliance with relevant legislation and guidelines.

5. Responsibilities

- **Empower Strength & Performance Leadership:** Responsible for implementing and upholding this policy, providing training, and ensuring compliance.
- **Staff, Coaches, and Volunteers:** Expected to model appropriate behaviour, act with integrity, and report any breaches of this policy.
- **Participants and Members:** Expected to adhere to the policy, respect others, and contribute to a positive and inclusive environment.

6. Prohibited Conduct

- (a) **Direct Discrimination:** Actions or decisions that treat someone less favourably because of a protected attribute.
- (b) **Indirect Discrimination:** Policies or practices that appear neutral but disproportionately disadvantage a person or group with a protected attribute.
- (c) **Harassment:** Any unwelcome behaviour based on a protected attribute, including verbal abuse, offensive jokes, or exclusion.
- (d) **Bullying:** Repeated unreasonable behaviour causing harm or distress.
- (e) **Victimisation:** Retaliatory actions against someone for making or supporting a complaint.

7. Reporting and Complaints

Internal Reporting Mechanism:

1. Reports can be made verbally or in writing to the designated Empower Strength & Performance to Owner and Head Coach, Troy Smith.
2. Complaints will be documented, and the complainant's confidentiality will be respected to the fullest extent possible.
3. All alleged discrimination reported to Empower Strength & Performance weightlifting club will be documented on the report form found at [Make An Integrity Complaint or Report](#).
4. The Owner and Head Coach, Troy Smith will investigate the matter impartially and take appropriate action, which may include mediation, disciplinary measures, or referral to external authorities.

External Reporting Options: Complaints may also be lodged with external bodies, including:

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- Sport Integrity Australia

7. **Protection Against Victimisation:** Empower Strength & Performance ensures that individuals making complaints in good faith are protected from any form of retaliation or detriment.

8. Awareness

Empower Strength & Performance will:

1. Raise awareness among members and participants about anti-discrimination principles and reporting procedures.
2. Make this policy accessible to all individuals involved in Empower Strength & Performance activities.

9. Breaches of Policy

Breaches of this policy, including instances of discrimination, harassment, or victimisation, will be addressed promptly. Consequences may include:

- Verbal or written warnings
- Suspension or termination of membership, employment, or engagement

- Reporting to relevant authorities

10. Continuous Improvement

Empower Strength & Performance is committed to regularly reviewing and updating this policy to ensure it reflects best practices, aligns with legislative changes, and meets the evolving needs of the community.

Acknowledgment

All Empower Strength & Performance representatives are required to acknowledge they have read, understood, and will comply with this policy. Records of acknowledgment will be maintained by the Anti-Discrimination Officer

For further support and information

Owner, Head Coach

Troy Smith

Email: Empowerstrength@outlook.com

Phone: 0448 758 841