

Queensland Masters Athletics Association Inc.

Anti-Discrimination Policy

Policy statement

Queensland Masters Athletics Association Inc. (QMA) is committed to providing an environment where competition and other activities are free of discrimination in any form.

Application of policy

This policy applies to discrimination occurring in, but not limited to, the conduct of any QMA event, QMA function, committee selection or the way in which facilities and services are provided.

What is Discrimination?

Discrimination is treating or proposing to treat a person more or less favourably than someone else in certain circumstances on the basis of an attribute or personal characteristic they have. Discrimination may include Indirect Discrimination which occurs where a person imposes or intends to impose a requirement, condition or practice which on its face is not discriminatory, but has the effect of discriminating against a person(s) with a particular attribute. Requesting, assisting, instructing, inducing or encouraging another person to engage in Discrimination, is also Discrimination.

The applicable attributes or characteristics of discrimination are:

- Age
- Disability
- Marital status
- Parental/Carer status
- Physical features
- Political belief/activity
- Pregnancy
- Race
- Religious belief/activity
- Sex or gender
- Sexual orientation
- Transgender orientation

Discrimination under this Policy is not permitted in:

- Employment (including unpaid employment) by QMA
- The provision of goods and services by QMA
- The selection or otherwise of any person for competition or a team (domestic or international) by or on behalf of QMA
- The entry or otherwise of any person to any competition held or sanctioned by QMA
- Obtaining or retaining membership of QMA

Responsibilities

QMA is responsible for ensuring that all decisions and actions taken are free of discrimination.

Complaint Resolution

Any complaint alleging discrimination on the part of QMA or its officers may be made to one of the Member Protection Officers (MPOs) appointed by QMA. Names and contact points for MPOs are as advised in the QMA Newsletter, on the QMA website and on noticeboard(s) at QMA events. The MPO will discuss the facts of the allegation and can advise the complainant if the circumstances fall under the Anti-Discrimination legislation. If the complainant wishes to take the allegation further, the MPO will document the facts and submit it to the next committee meeting to enable the committee to assess the merits of the allegation and decide the appropriate course of action. The decision made will be advised to the person making the original complaint.

Nothing in this Policy prevents the complainant taking action under State or Federal legislation.

This version adopted as a policy of Queensland Masters Athletics Association Inc.

Date: 12 September 2016

Vice President: Don Burt