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1.0 INTRODUCTION

Netball Ireland (NI) is committed to providing a safe, inclusive environment throughout the organisation for all members. All persons involved in any NI activity should be able participate without being intimidated, harassed, bullied, victimised, or discriminated against.

NI promotes a zero-tolerance approach and any unacceptable behaviour and language will be appropriately challenged and sanctioned as to create an environment where everyone is made to feel safe and able to enjoy netball.

2.0 PURPOSE

To uphold the ethos of inclusion within netball by creating an appropriate sporting and working environment within NI that is free of bullying, harassment, victimisation and discrimination.

To address and prevent any discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against any member, spectators, NI clients, sponsors and stakeholders.

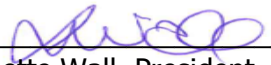
3.0 SCOPE


This policy is mandatory and applies to all NI members and non-members, including NI committee, clubs, national squads, coaches, umpires, volunteers and spectators, acting in any capacity/events within NI.

It is important to note that discrimination, harassment, bullying, and victimising can take many forms, and all persons must always consider the possible *impact* of their behaviour/language irrespective of their *intention*.

4.0 ROLES & RESPONSIBILITIES

- It is the role of all members within NI to have a responsibility for the implementation of this policy and for ensuring that all volunteers have an awareness of it and for taking the necessary action to comply with its principles.
- All members have a responsibility to help create an appropriate environment by treating their colleagues with dignity and respect.

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Approved by:  Lynette Wall, President	Date: 03/06/2021

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- NI committee is responsible for the clear and transparent investigation of any breach of this policy (see NI-1015 Complaint, Dispute and Disciplinary Policy for further reference).

5.0 DEFINITIONS

5.1 Discrimination

- Direct Discrimination – treating someone less favourably than others due to their characteristics and/or associations (to a person or religion etc), or because of the perception of others (regardless of whether this perception is correct or not).
- Indirect Discrimination – applying a provision, criterion or practice which seems to apply equally to all but which, in practice, can disadvantage individuals with a particular characteristic. Such requirements or conditions are acceptable only if they can be objectively justified.
- Discrimination arising from disability – occurs when a person is treated unfavourably because of their ability.

According to the Employment Equality Acts 1988-2015 and the Equal Status Acts 2000 – 2015 no person can be discriminated against based on their:

- Gender;
 - Marital Status;
 - Family Status;
 - Sexual Orientation;
 - Religion;
 - Age;
 - Disability;
 - Race (ethnic background); or
 - Membership of the Traveller Community.
- [see 8.0 for definitions]


5.2 Harassment

Engaging in unwanted conduct relating to a relevant protected characteristic; or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

5.3 Bullying

Misuse of power or position to persistently criticise, humiliate, or undermine an individual or group. Bullying can involve an individual bullying another individual or group, or a group bullying an individual or group.

5.4 Victimisation

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Subjecting someone to a detriment because they have, in good faith, taken action under relevant legislation/governance by bringing proceedings, giving evidence or information in relation to proceedings, or made an allegation of infringement.

6.0 FORMS OF BULLYING, HARASSMENT, DISCRIMINATION AND VICTIMISATION

Can take many forms but can include:

- Spreading malicious rumours or insulting someone by word or behaviour.
- Sharing of text or images, or private conversational content on any platform without consent.
- Passing derogatory comments about particular groups or individuals that are racist, sexist, disablist, homophobic, ageist, anti-religious or against someone's belief.
- The display of offensive material such as pornography or racist literature.
- Knowingly sharing the content of emails, text messages or memos to parties outside the relevant role.
- Ridiculing or demeaning someone, picking on them or setting them up to fail.
- Gossip or speculation about someone's sexual orientation.
- Exclusion.
- Unfair treatment.
- Misuse of power or position.
- Unwelcome sexual advances.
- Making threats or comments without foundation.
- Deliberately undermining an individual with constant criticism.
- Preventing individuals progressing by intentionally blocking promotion or training opportunities.
- Making derogatory comments towards another individual, including through social networking sites e.g. Facebook or Twitter.

7.0 APPLICATION OF POLICY

NI regards discrimination, harassment, bullying and victimisation, as described above, as serious misconduct. Any breach of this policy should be brought to the attention of NI through the complaints process (see Complaint, Dispute and Disciplinary Policy for further reference). All complaints will be taken seriously and appropriate sanctions, which may include disciplinary action, will be brought against any NI member or participant who is found to have violated this policy. NI endeavour to ensure all complaints are investigated and dealt with as discreetly, effectively, and sensitively as possible.

NI encourages an environment where individuals feel safe to raise complaints and be confident that NI will react appropriately.

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All NI members and volunteers have a responsibility to ensure that they do not discriminate, harass, bully or victimise anyone whilst carrying out their duties and functions on behalf of NI. Everyone must ensure that their own conduct does not cause offence to another person by considering the possible impact of their behaviour/language irrespective of intention.

NI encourages all members to challenge inappropriate behaviour, and support those who are experiencing detriment.

8.0 ABBREVIATIONS & DEFINITIONS

NI Netball Ireland

Employment Equality and Equal Status Acts:

- Gender – a man, woman, or transgender person.
- Marital Status – single, married separated, divorced or widowed.
- Family Status – pregnant, a parent of a person under 18 years or the resident of primary care or parent of a person with a disability.
- Sexual Orientation – homosexual, bisexual or heterosexual.
- Religion – different religious belief, background or outlook.
- Age – this only applies in relation to persons above the maximum age at which a person is statutorily obliged to attend school.
- Disability – this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions.
- Race – skin colour, national origin or ethnicity.
- Membership of the Traveller Community – people are commonly called Travellers, who are acknowledged both by Travellers and others, as people with a shared history, culture and traditions, identified historically.

9.0 DOCUMENT HISTORY

Version 01: This is a new Policy

10.0 REFERENCE

NI-1015 Complaint, Dispute and Disciplinary Policy

Employment Equality Acts 1988-2015 and the Equal Status Acts 2000 – 2015