

Diversity and Inclusion

AFL SportsReady is committed to providing inclusive, respectful and accessible education, training, employment and support services. We aim to ensure that students, staff, host employers and partners are treated fairly and supported to participate safely and confidently.

Diversity and Inclusion Policy

AFL SportsReady values diversity and recognises that people may experience barriers to education, training and employment. This may include barriers related to culture, language, disability, age, gender, location, personal circumstances or previous experiences of disadvantage.

We aim to provide services that are fair, respectful and responsive to individual needs. Where possible, we will make reasonable adjustments, provide appropriate support and work with students, staff, employers and partners to remove barriers to participation.

We do not tolerate discrimination, harassment, bullying, racism, vilification or exclusion. Concerns will be taken seriously and managed promptly, fairly and respectfully in line with AFL SportsReady policies and procedures.

Our Commitment

AFL SportsReady is committed to fostering a safe, respectful and inclusive environment across our services, programs and partnerships.

Scope

This policy applies to AFL SportsReady students, staff, host employers, workplace supervisors, partners and third-party providers. It applies to our education, training, assessment, student support services, work placements, online learning environments and other activities connected to AFL SportsReady.

Policy Statement

- Zero tolerance for antisemitism, racism, harassment and vilification in all RTO environments (on-site, online, work placements).
- Positive duty to promote a safe, inclusive learning environment, embedded across marketing, enrolment, delivery, assessment and support.
- Freedom of expression and academic dialogue are respected; application of this policy is consistent with Australian law and due process.
- Third parties and work placements must meet this policy through contractual clauses, orientation and monitoring.

Roles and Responsibilities

Managers are responsible for supporting the implementation of this policy by:

- promoting respectful, inclusive and culturally safe practices
- helping staff understand their responsibilities
- supporting access to information, guidance and training
- considering diversity and accessibility in services, programs and resources
- responding to concerns promptly, fairly and respectfully

AFL SportsReady staff are responsible for:

- applying this policy in their work
- treating students, colleagues, host employers and partners with respect
- behaving in a fair, inclusive, culturally safe and non-discriminatory way
- completing required training
- raising or responding to concerns appropriately

AFL SportsReady will respond to concerns promptly, fairly and respectfully in line with relevant policies and procedures.

Prevention and Education

- Promote respectful, inclusive and culturally safe behaviour across our learning, workplace and online environments.
- Provide staff and students with information and guidance to help them understand their rights, responsibilities and expected standards of behaviour.
- Consider diversity, inclusion and accessibility when developing or reviewing marketing, enrolment, learning and assessment materials.
- Encourage safe and respectful communication in digital learning spaces and respond to concerns about inappropriate online behaviour.
- Review our practices and resources to support continuous improvement and reduce barriers to participation.

Reporting Concerns

AFL SportsReady encourages students, staff, host employers and partners to raise any concerns about discrimination, harassment, exclusion, bullying or unsafe behaviour. Concerns will be treated seriously and managed promptly, fairly and respectfully in line with AFL SportsReady's complaints, misconduct and related policies and procedures. Where there is an immediate risk to safety, AFL SportsReady may take urgent action and/or escalate the matter to the appropriate external authority.

Work Placements, Host Employers and Third Parties

AFL SportsReady expects host employers, workplace supervisors, partners and third-party providers to support safe, respectful and inclusive environments for students and staff.

Before and during work placements, students and host employers will be provided with information about expected standards of behaviour, respectful communication and how to raise concerns.

AFL SportsReady may take appropriate action if a work placement or third-party arrangement does not meet these expectations. This may include providing support, addressing concerns with the relevant organisation, or changing or ending an arrangement where needed to protect student safety and wellbeing.

Definitions

Antisemitism: Use the IHRA working definition for education and awareness: "a certain perception of Jews, which may be expressed as hatred toward Jews ..." Include the IHRA's examples noting that criticism of Israel similar to that leveled against any other country is not antisemitic; context matters. The definition is non-legally binding and does not change Australian speech laws.

Racial vilification / unlawful conduct: Staff must escalate potential breaches via the complaint's procedure.

Online hate: Content or conduct on digital platforms that targets Jewish identity; follow eSafety reporting/escalation.