

Equal Opportunity & Harassment Policy

1. Overview

The West Australian Eight Ball Federation Inc is committed to the principle of Equal Opportunity in our sport.

We offer Equal Opportunity in Open competition and in both Management and Committee roles. We will continue to develop Equal Opportunity practises compatible with our goals and responsibilities.

This commitment is consistent with the principles of justice, equity and the pursuit of personal goals that apply in our sport and conforms to the spirit and intent of Equal Opportunity and Anti Discrimination legislation.


The West Australian Eight Ball Federation Inc accepts it has a responsibility to create an environment free of discrimination. It will ensure that its structure and practises are free from direct or indirect discrimination based on:

- a) Age
- b) Gender
- c) Marital Status
- d) Pregnancy
- e) Physical features
- f) Sexuality
- g) Social and Economic circumstances
- h) Race
- i) Disability
- j) Religious and Personal beliefs

The West Australian Eight Ball Federation Inc recognises that it has a responsibility to develop programs and tournaments at times for age, indigenous or gender specific groups in order to overcome inequality of opportunity.

2. Policy

In its responsibility for all Members of the West Australian Eight Ball Federation Inc the Federation intends to:

- a) Ensure there is no discrimination of any group of players.
 - b) Establish and maintain mechanisms within the Federation to handle complaints or issues raised.
 - c) Educate our Members on the general goals and philosophies of Equal Opportunity and Harassment issues.
 - d) Ensure that policies, procedures and documentation accord Equal Opportunity principles and are amended as necessary.
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3. Complaints and Procedures

Responsibility on implementing the Policies will rest with the relevant committees of the Federation and its affiliates.

The Policy Document will be distributed to all Clubs and Affiliated Associations. There are three stages in the complaints procedure which will generally be undertaken.

Each stage aims at resolution so the next stage is only undertaken should the current stage not be satisfactorily resolved.

3.1 Stage 1 – Advice

The aim of stage one is to clarify the problem as seen by the complainant, to advise the complainant of the options available to them (including the option of complaint to an external agency) and to ensure the complainant has the necessary support and advice to decide whether the issue needs further intervention.

3.2 Stage 2 – Conciliation

Should the complainant be prepared to be identified, then the complaint shall be issued in writing to the respondent. The respondent will then have the opportunity to reply in writing. The respondent will then have the opportunity to discuss the allegation with the complainant should that reconciliation process be desirable for the complainant.

3.3 Stage 3 - Investigation and Determination

Should the complaint not be resolved at Stage Two, then it shall be passed on to the President for consideration of outside assistance with a view to immediate resolution.

