

## RESPECT AND RESPONSIBILITY

We, the Boronia Hawks Football Netball Club Inc (BHFNC) hereby commit to the objectives of the AFL's Respect and Responsibility Policy to create a safe, welcoming and inclusive environment for everyone, at all levels of Australian Football.

We have a zero tolerance to abuse and violence in any form, including violence against women. We acknowledge that men's violence against women is not the only form of violence that exists. Violence can be experienced by anyone; women, men and children. We understand that violence is a violation of a person's right to physical and psychological integrity, to liberty, and all too often, the right to life itself. It is any act that results in, or is likely to result in, physical, sexual or psychological harm.

BHFNC acknowledges that:

- In Australia, one in six women and one in sixteen men have experienced physical or sexual violence from a current or previous partner.
- One in six women and one in nine men were physically or sexually abused before the age of 15.
- Four in five Australian women who experienced sexual violence knew their attacker.
- One woman is killed every nine days and one man is killed every twenty-nine days by a partner.

*References: White Ribbon Australia, <https://www.whiteribbon.org.au/> and Australian Institute of Health and Welfare <https://www.aihw.gov.au>*

We understand that violence against anyone is a major public health and safety issue in Australia, and therefore affirm that our club understands it, and the wider football communities' role in preventing violence before it occurs.

We further recognise that violence can be caused by:

- Unequal and disrespectful relationships and belief in rigid gender roles.
- Holding a masculine sense of entitlement.
- Belief in the right to control relationships.
- Promotion of these beliefs through social structures, such as sporting clubs.
- Permitting violence to occur without an appropriate consequence.

We underline our commitment to challenging these behaviours and attitudes that can cause, contribute to and condone violence. We understand that creating environments where everyone feels safe, welcome and inclusive is both an individual and collective responsibility.

In order to achieve this, BHFNC will commit to:

- Promoting gender equity within the club by having an equal representation of women and men in senior leadership positions.
- The development and progression of a gender equity plan.
- Actively recruiting women and girls to coaching roles and to provide support.
- Ensuring that all elements of the Member Protection Policy are adhered to at all times.
- Communicating and enforcing relevant Club and EFL Codes of Conduct.
- Adherence to our Responsible Service of Alcohol obligations.
- Providing a means to call out inappropriate behaviour through the support of the Club Chaplain.

**This policy has been endorsed by the BHFNC Board.**

**The next policy review date will be February 2020.**