



Queensland Veterans Cricket Racial Vilification Policy

1. Introduction

Queensland Veterans Cricket (QVC) is committed to providing a safe, inclusive, and respectful environment for all participants, including players, coaches, officials, volunteers, and spectators. Racial vilification will not be tolerated under any circumstances.

2. Definition

Racial vilification is any act involving a person or group of persons that incites hatred, serious contempt, or severe ridicule of another person or group of persons on the basis of race, color, nationality, or ethnic origin.

3. Objectives

- To promote equality, diversity, and respect within Queensland Veterans Cricket.
- To prevent racial vilification and respond appropriately if it occurs.
- To educate all members about the importance of tolerance and understanding.

4. Scope

This policy applies to all participants involved in QVC activities, including:

- Players
- Coaches
- Officials
- Volunteers
- Spectators
- Administrative staff

5. Responsibilities

5.1 QVC

- Ensure all participants are aware of this policy and their responsibilities.
- Provide training and resources to educate about racial vilification.
- Promptly and fairly investigate any reports of racial vilification.

5.2 Participants

- Treat all individuals with respect, regardless of race, color, nationality, or ethnic origin.
- Refrain from any behavior that constitutes racial vilification.
- Report any instances of racial vilification to the appropriate authorities within QVC.

6. Reporting and Complaint Procedure

- Any participant who believes they have been subjected to racial vilification should report the incident to a QVC official.
- Complaints will be handled confidentially and investigated promptly.
- Retaliation against any individual who reports racial vilification is strictly prohibited.

7. Disciplinary Action

Participants found to have engaged in racial vilification may face disciplinary actions, including but not limited to:

- Warnings
- Suspension from QVC activities
- Expulsion from QVC
- Referral to relevant authorities

8. Education and Training

QVC will provide ongoing education and training to all participants to promote awareness and understanding of racial vilification and its impact.

9. Review and Updates

This policy will be reviewed annually to ensure it remains effective and relevant. Feedback from participants will be considered in the review process.

10. Contact Information

For any questions or to report racial vilification, please contact:

- QVC Administration
- Email: pres@qvcricquet.com
- Phone: +61 409 287 931