



RESPECT AND ANTI-RACISM FRAMEWORK

ANU Women's Football Club Respect and Anti-Racism Framework

Endorsed September 2026

Purpose

ANU Women's Football Club is committed to providing a football environment where every person is treated with dignity, fairness and respect.

Racism, racial discrimination, vilification, harassment and exclusion have no place at ANUWFC.

This framework sets out how ANUWFC will promote respectful behaviour, prevent racism, respond to concerns and support members who experience or witness racism or racial discrimination.

It applies to players, coaches, committee members, volunteers, supporters and anyone representing ANUWFC.

Our commitment

ANUWFC welcomes people from diverse cultural, racial and ethnic backgrounds and recognises that our club is stronger when people feel safe, respected and able to participate fully.

We are committed to:

- creating an environment free from racism and racial discrimination
- promoting respectful and inclusive behaviour
- challenging racism when it occurs
- supporting people who experience or witness racism
- providing clear pathways for raising concerns
- addressing incidents fairly and appropriately
- promoting cultural awareness and understanding
- continually improving our practices.

We recognise that preventing racism requires more than simply responding to serious incidents. It also means paying attention to everyday language, behaviours, assumptions and systems that can make people feel excluded or unsafe.

What we mean by racism

Racism can take many forms.

It may be deliberate or unintentional, overt or subtle, and may occur between individuals, within groups or through organisational practices.

Racism may include:

- racial abuse, slurs or insults

- jokes, comments or stereotypes based on race, ethnicity, culture, nationality or skin colour
- mocking someone's name, accent, language or cultural practices
- racial vilification
- excluding or treating someone differently because of their race or cultural background
- assumptions about someone's behaviour, abilities or characteristics based on race;
- racist gestures, images, messages or social media content
- repeatedly questioning where someone is 'really from' in a way that causes discomfort or exclusion
- dismissing or minimising someone's experience of racism
- failing to address discriminatory behaviour when there is a responsibility to act.

Behaviour does not need to be intended as racist for it to have a harmful or discriminatory impact.

Our expectations

Everyone involved with ANUWFC is expected to:

- treat people with dignity and respect
- communicate respectfully with teammates, opponents, coaches, referees, volunteers and supporters
- avoid racist, discriminatory or culturally demeaning language
- challenge stereotypes rather than reinforce them
- listen when someone raises a concern about racism or discrimination
- respect cultural differences
- avoid making assumptions about people based on race, ethnicity, nationality or cultural background
- support teammates and others who experience discrimination
- report serious or repeated racist behaviour through appropriate channels
- cooperate with any reasonable process used to address a concern.

What this looks like in practice

At ANUWFC, respectful and anti-racist behaviour means:

On the field

- competing hard without racial abuse or discriminatory language
- respecting opponents and officials regardless of background
- challenging racist comments made by teammates where it is safe and appropriate to do so
- reporting serious incidents rather than treating them as simply 'part of the game'
- supporting teammates who experience discrimination.

At training

- creating an environment where all players feel welcome
- avoiding jokes or stereotypes based on culture, nationality, race or ethnicity
- pronouncing people's names correctly where reasonably possible and being willing to learn
- responding constructively when someone explains that language or behaviour is inappropriate

- ensuring coaching feedback is based on performance and behaviour rather than assumptions or stereotypes.

At club events

- creating welcoming environments for people from different backgrounds
- avoiding themes, costumes, decorations or humour that stereotype cultures or communities
- ensuring food, activities and communications consider different cultural needs where practical
- addressing discriminatory behaviour promptly.

Online

Our expectations apply equally to:

- team chats
- social media
- direct messages
- club forums
- emails
- other digital communications.

Racist memes, jokes, images, comments or messages are inconsistent with ANUWFC's values even if they are shared outside formal club activities where they affect members or the club environment.

If you witness racism

People should not be expected to put themselves at risk when responding to inappropriate behaviour.

Where it is safe and appropriate, members may:

- challenge the behaviour directly
- check in with the person affected
- seek assistance from a coach, team manager, committee member or Player Welfare Officer
- document relevant details
- report the incident through club or football reporting processes
- support the affected person to make a report if they wish.

A simple response can be effective:

- *That's not okay.*
- *We don't use language like that at ANUWFC.*
- *That comment isn't appropriate.*

Members are not expected to debate or educate someone in the moment.

If you experience racism

If you experience racism or racial discrimination, you may choose to:

- speak with your coach or team manager
- contact the ANUWFC Player Welfare Officer
- contact an appropriate committee member

- use ANUWFC's established reporting or complaints process
- seek support through relevant external football or community channels.

You can ask another person to support you when raising a concern.

ANUWFC will aim to respond sensitively, respectfully and confidentially.

You will not be required to confront the person involved as a condition of having your concern considered.

Responding to concerns

ANUWFC will take concerns about racism seriously. The response will depend on the nature and seriousness of the behaviour and may include:

- listening to and supporting the person affected
- clarifying what occurred
- documenting the concern
- informal education or discussion where appropriate
- mediation where suitable and agreed
- formal investigation
- referral through ANUWFC disciplinary or complaints processes
- referral to Capital Football or Football Australia
- behavioural expectations or corrective action
- disciplinary consequences for serious or repeated misconduct.

ANUWFC will aim to ensure responses are proportionate, fair and consistent.

Serious racial abuse, vilification, threatening behaviour or repeated discrimination may require immediate escalation.

Supporting the person affected

When someone reports racism, our first responsibility is to ensure they feel heard and supported. We will:

- listen without requiring the person to justify why the behaviour affected them
- avoid minimising the incident
- explain available options
- respect reasonable confidentiality
- allow the person to have a support person
- provide updates where a matter is being formally addressed
- consider any immediate steps required to protect their safety or wellbeing.

ANUWFC volunteers are not expected to provide counselling or specialist support and may recommend appropriate external support where required.

Avoiding retaliation

No person should be disadvantaged, excluded, intimidated or treated adversely because they:

- raised a genuine concern

- reported racist behaviour
- supported another person to report
- participated in an investigation
- challenged discriminatory behaviour in good faith.

Retaliation may itself be treated as misconduct.

Learning and accountability

ANUWFC recognises that people may sometimes use inappropriate language without understanding its impact. Where appropriate, education, reflection and behaviour change may form part of the response. However, learning does not remove accountability.

A person's intention does not automatically outweigh the impact of their behaviour, particularly where concerns have been raised previously. We expect members to listen, take responsibility and adjust their behaviour when necessary.

Leadership responsibilities

Coaches and team managers will:

- model respectful behaviour
- set clear expectations within their teams
- address inappropriate comments or conduct
- escalate serious concerns appropriately
- avoid leaving responsibility for challenging racism solely to the person affected.

Committee members will:

- ensure clear reporting pathways exist
- respond appropriately to concerns
- maintain relevant policies and procedures
- consider inclusion and anti-racism in club decision-making
- support a culture in which members feel safe raising concerns.

Players and members will:

- treat others respectfully
- challenge or report racism where appropriate
- support affected teammates
- reflect on feedback
- contribute to an inclusive club culture.

Prevention and education

ANUWFC will take a preventative approach to racism by:

- including respect and anti-racism expectations in player, coach and volunteer induction
- incorporating this framework into club behaviour expectations
- promoting inclusive communication
- providing relevant information or education when appropriate
- ensuring reporting pathways are visible and accessible
- reviewing member feedback

- recognising important cultural and anti-racism initiatives where appropriate
- working with football and community organisations to strengthen inclusive practice.

This does not require extensive standalone training every season. Anti-racism can be embedded into the club's broader safeguarding, inclusion and behaviour activities.

Our standard

At ANUWFC, everyone has a role in creating the culture of our club. We expect people to treat each other with dignity, challenge discrimination and take responsibility for the impact of their behaviour. Racism is incompatible with our values of Inclusivity, Sportspersonship, Community and Support.

Everyone who participates in ANUWFC should be able to play, volunteer, lead and belong without experiencing racism or racial discrimination.

Version control

Version 1.0 drafted August 2026.