

VILIFICATION

VSDCA Vilification Policy – On VSDCUA Website

[Victorian Sub-District Cricket Association Inc \(vsdcua.com.au\)](http://vsdcua.com.au)

Preamble

The VSDCA is strongly committed to ensuring that all Club Officials and Members, Umpires and other representatives are able to participate in cricket in an environment free of Racial and any other Vilification.

Individuals who experience any form of Vilification are entitled to the support of the VSDCA Board, other officials and representatives of the Association and of its Clubs and members.

VILIFICATION

What is Vilification?

Vilification is any form of behavior which is uninvited, unwelcome and which humiliates, offends or intimidates another person, or makes the environment uncomfortable or unpleasant.

What is Racial Vilification?

Racial Vilification is the derogatory and offensive use of language and/or behavior aimed at a person or groups of people based on their:

Colour, Race, Ethnic or Cultural background or Migration.

Process for Resolution of Complaints

The process for resolution of complaints should proceed along the following lines:

- Umpires, Captains, Administrators or Officials should at the conclusion of the day's play **Immediately** attempt to resolve the issue. This may result in resolution of the matter before other parties are involved.
- If the matter cannot immediately be resolved to the satisfaction of those concerned, then any further action should be deferred until the conclusion of the proceedings to allow a "Cooling-off" period on both sides - THEN.

Umpire actions

- Umpires, Captains, Administrators or Officials should again attempt to resolve the issue before formal lodgment of a complaint.
- It is possible that umpires are either
 - Witnesses; or
 - Respondentsto alleged vilification or harassment. Regardless of which circumstance has occurred, there is the need for objective reporting of all details.
Use the normal Report Form to record those details.

Umpire actions

- Before making the Report, please call
 - Brian 0408 338 098; or if you cannot reach Brian
 - Neill 0419 881 226

As we may be able to provide some help in framing the report.
- In any and every case; however, after speaking with Brian or Neill, umpires **MUST** notify
 - Ken Hilton 0418 698 022

if a report is to be laid.

Process for Resolution of Complaints

- Complaints and reports are subject to the VSDCA's relevant policies.
- Umpires may read these on the VSDCA website, under "Club Resources" or on the VSDCUA website under "Policies".