

RACIAL DISCRIMINATION POLICY TOOLKIT

ACKNOWLEDGEMENT OF COUNTRY

We would like to pay our respect and acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

CONTENT WARNING

Information regarding racial discrimination is referenced in the True Sport Cultural Education resources. Some readers may find certain sections of this content difficult or distressing. You are encouraged to consider your needs and mental health and wellbeing in accessing this material. If this content provokes any distress or concerns, please consult a trusted health professional or to seek assistance, visit the [True Sport - Community Links webpage](#) for information about support services.

SPORTWEST DISCLAIMER

The information in this document is general in nature and does not constitute legal or professional advice. Organisations should obtain independent legal advice before endorsing, modifying, adopting or implementing any material set out in this Toolkit.

SportWest makes no representations in any way, express or implied, as to the accuracy of the information in this Toolkit. SportWest does not warrant, either expressly or impliedly, that the materials in this Toolkit suit an organisation's particular obligations or requirements. SportWest does not accept responsibility for any errors or omissions contained in this Toolkit, or loss or damage however caused (including by negligence) which an organisation or any of its members, employees or agents or any other person, may directly or indirectly incur arising out of or in connection with the use of or reliance on this Toolkit.

CONTENTS

1. Introduction
2. Policy Endorsement and Adoption Framework
3. Frequently Asked Questions (FAQs): SportWest Racial Discrimination Policy
5. Digital Resources
6. Communication and Awareness Resources
7. Additional Resources



Introduction

SportWest as the peak body for sport in WA aims to guide and support our members on delivering quality experiences in sport, now and into the future. One of these crucial foundations to safe, welcoming and inclusive sport is creating culturally aware and appropriate environments for all Western Australians, with a particular focus on our First Nations people.

The True Sport Cultural Education Initiative aims to assist State Sport Associations (SSAs) to understand and navigate their own cultural learning journey to create the space for genuine connections in cultures to flourish.

Focused on building organisational capability, these Toolkit resources offer support in implementing a racial discrimination policy and supporting resources to promote a safe, respectful and welcoming sporting environment.

A template True Sport Racial Discrimination Policy to help guide SSAs in the development of their own tailored policy can be found [here](#).

The initial resources in this Toolkit include:

- 1. Policy Endorsement and Adoption Framework**
An information sheet to guide SSAs in their implementation of their tailored policy through:

 - (a) Endorsing the tailored policy; and
 - (b) Ensuring its adoption and awareness across member stakeholders.
- 2. Frequently Asked Questions (FAQs)**
A set of answers relating to the adoption and subject matter of the policy that may commonly arise for member stakeholders.
- 3. Digital Resources**
Information about digital webinars and video guides to support SSAs understand the subject matter of the policy and build safe, respectful and welcoming sporting environments.
- 4. Communication and Awareness Resources**
Key messages and communication resources to help SSAs introduce and promote the policy and to promote cultural education and safe, respectful and welcoming sporting environments.
- 5. Additional Resources**
A list of useful resources SSAs can use to help build capability and educate and promote awareness and knowledge on anti-racism and cultural safety.

POLICY ENDORSEMENT AND ADOPTION FRAMEWORK

A 5-STEP FRAMEWORK FOR STATE SPORTING ASSOCIATIONS

Supporting safe, respectful and welcoming sporting environments

1. Official Endorsement and Policy Adoption



ACTION

Secure formal endorsement and adoption of the policy at SSA Board/Committee level.



HIGHLIGHT

Boards/Committees can utilise the following wording to ratify and document the adoption of the policy:

"The [Board/Committee] has resolved to adopt the [SSA] Racial Discrimination Policy as a policy of [SSA] under rule [number] of the [name of governing document]".

2. Spread the Word



ACTION

Actively promote the policy across all internal and external channels (website, newsletters, meetings, and social media).



HIGHLIGHT

Make supporting resources (e.g., policy toolkit resources) easily accessible to all.

3. Appoint a Policy Champion



ACTION

Appoint a dedicated policy champion (or working group) within your SSA to lead, promote, monitor and evaluate implementation efforts.

4. Awareness and Education



ACTION

Deliver targeted education and training opportunities to empower all participants (players, coaches, officials, volunteers, parents, spectators) to create safe, respectful and welcoming sporting environments.



HIGHLIGHT

Education and training opportunities should be multi-modal including policy toolkit digital and communication and awareness resources.

5. Process Continuous Improvement



ACTION

Integrate policy acknowledgement into all registration, onboarding and operational systems. Establish feedback and audit mechanisms to monitor compliance.



HIGHLIGHT

Periodic review of policy ensures the policy remains current and effective, with demonstrated commitment at every level.



For access to more information and resources related to the True Sport Cultural Education Initiative visit the website

For further assistance, please contact your State Sporting Association representative.



SPORT WEST

SIGPA
Sports Integrity & Governance Partners

FREQUENTLY ASKED QUESTIONS (FAQS): SPORTWEST RACIAL DISCRIMINATION POLICY

Why is this Racial Discrimination Policy necessary?

This policy is intended to help State Sporting Associations (SSAs) in Western Australia move from awareness to transformation in creating a culturally safe sport. It acknowledges that racism exists, sets clear standards for respectful behaviour and provides tools to address harm. It promotes reflection, accountability, and aims to ensure that all participants feel genuinely safe, included and valued.

How does this policy benefit the sport and our organisation?

The policy is intended to support SSAs in Western Australia attract, retain and support people from diverse backgrounds by embedding culturally safe practices. It seeks to strengthen relationships, build trust and enhance an organisation's reputation. Over time, the implementation of the policy can transform a sport into a more inclusive, representative and sustainable environment for all.

Who does the policy apply to?

The policy applies to all individuals involved with the organisation, including board members, staff, coaches, support personnel, players, officials, members, parents and spectators. It governs conduct that occurs both in person and online, in all settings related to SSA activities.

What behaviour is considered racial discrimination?

Racial discrimination includes treating someone less favourably, or denying them the same opportunities, because of their race, skin colour, ethnic origin or national background. This can be either direct, such as making a racist comment, or indirect, such as applying rules that unfairly disadvantage people from particular racial or cultural groups.

What is racial vilification?

Racial vilification involves public acts, either in person or online, that incite hatred, serious contempt, revulsion or ridicule of someone because of their race, ethnicity or national origin. This includes behaviour such as racist slurs, chants or derogatory statements aimed at individuals or groups.

What commitments will the organisation make under the policy to anti-racism?

Under the template policy, an organisation commits to ensuring that all in their sport are treated with respect and dignity and to provide a safe, inclusive and respectful sporting environment free from all forms of racism, racial discrimination and vilification.

How can the organisation support inclusive practices?

Under the template policy, an organisation supports inclusion by actions such as accommodating religious and cultural practices, providing culturally appropriate environments, reviewing and addressing barriers to participation and considering financial subsidies to encourage diverse membership

What rights do participants have under the policy?

All participants have the right to a sporting environment free from racial discrimination and vilification. They also have the right to raise concerns or complaints confidentially and respectfully, without fear of retaliation and to request flexibility to accommodate their cultural, family or religious needs.

What responsibilities do participants have under the policy?

Participants are responsible for upholding the standards of the policy by treating others with dignity and respect, reporting any discrimination or vilification they experience or witness, maintaining the confidentiality of the complaints process and complying with decisions and disciplinary measures resulting from a complaint.

Why is there a "NIF" (National Integrity Framework) and "non-NIF" version and how does your organisation choose which one to adapt?

The NIF version is for organisations that have adopted Sport Integrity Australia's National Integrity Framework (and therefore already use its Complaints, Disputes and Discipline Policy). The non-NIF version is for organisations managing complaints under their own internal policies. Your choice depends on whether your organisation (and the National Sporting Organisation with which you are affiliated) uses the NIF or not.

How is this different to my organisation's Member Protection Policy?

The Member Protection Policy captures a broad range of Prohibited Conduct, including harassment, bullying and child safeguarding. This Racial Discrimination Policy provides a dedicated focus on preventing, reporting and responding to racism and racial vilification in sport. It complements, rather than replaces, your Member Protection Policy.

What is considered a breach of this policy?

A breach of this policy occurs when someone engages in racial discrimination, vilification or discloses confidential information relating to a complaint. Making a knowingly false or malicious complaint also constitutes a breach.

What are the potential consequences of a breach?

Consequences for breaches can include verbal or written apologies, counselling, suspension or expulsion from activities or membership, fines and other disciplinary actions deemed appropriate, depending on the severity of the misconduct.

How can someone report discrimination or vilification?

Anyone who believes they have experienced or witnessed racism can submit a complaint via their organisation's complaint reporting process. If someone feels unsafe or unsure about making a complaint directly, they can contact a Member Protection Information Officer (MPIO) for support or to make a report on their behalf.

Can complaints be resolved informally?

Yes. If appropriate, participants are encouraged to address the issue directly with the person involved or to seek support from an MPIO to resolve the matter through informal discussion or mediation. Informal approaches are often a useful first step in resolving less serious concerns.

What happens when a formal complaint is made?

When a formal complaint is submitted, it is assessed by the Complaints Officer or CEO to determine the appropriate next steps. These may include conducting an investigation, referring the matter for mediation or to a tribunal or escalating it to the national body or police if necessary. The process is guided by principles of procedural fairness and transparency.

Is there an appeal process if someone disagrees with the outcome?

Yes. A complainant or respondent may lodge an appeal in certain circumstances, such as that they believe that natural justice was not provided, the disciplinary measures imposed were unjust or the decision was not supported by the available evidence.

What process should my organisation's Board/ Management Committee follow to endorse the Policy?

The Policy should be formally adopted under your organisation's constitution, rules or by-laws. This typically requires a Board or Management Committee resolution, updating your policy register and ensuring members are made aware of and agree to the new policy (for example, through membership forms or website publication).

What options do I have if there is a breach of the Policy?

Breaches can be dealt with by submitting a complaint under your organisation's complaint reporting process. However, you can also seek an informal resolution or – where applicable – make a complaint externally (e.g., to the Australian Human Rights Commission).

Should I report racial discrimination to Sport Integrity Australia?

Only if your organisation has adopted the National Integrity Framework and the matter falls under SIA's jurisdiction. More information on what types of complaints can be reported to SIA can be found [here](#).

Otherwise, the complaint should go through your organisation's internal complaints process or to external bodies such as the Australian Human Rights Commission or Equal Opportunity Commission WA.

What should I do if I observe racist behaviour?

If it is safe, try to call out the behaviour immediately. Report the incident to your organisation under its complaint reporting process. If you are unsure, seek advice from a Member Protection Information Officer (MPIO). If the conduct is serious, you may also report it to external authorities.

DIGITAL RESOURCES

Information about digital webinars and video guides that have been developed to support SSAs understand the subject matter of the policy and build safe, respectful and welcoming sporting environments. These resources are:

- **Practical:** clearly linked to the implementation steps in the Toolkit;
- **Empowering:** giving SSAs confidence to adopt, promote and use the policy; and
- **Short, accessible and multi-modal:** suitable for busy volunteers and community sports settings.

1.

True Sport Cultural Education Initiative Webinar: 29 June 2026 (recorded)

A sector webinar will be delivered to support SSAs to understand, adopt and implement the Racial Discrimination Policy, with a focus on practical steps to build safe, respectful and culturally inclusive sporting environments.

It will combine policy overview, implementation guidance and complaint handling processes to build confidence and capability across the sector.

2.

True Sport Short Guidance Videos

A series of short (2–5 minute) guidance videos to support SSAs to understand and implement the True Sport Racial Discrimination Policy. The videos provide practical, accessible guidance across key areas including:

- an overview of the policy framework and its core pillars (commitment to anti-racism, inclusive practice and participant rights and responsibilities);
- clarification of National Integrity Framework (NIF) and non-NIF approaches to complaints handling;
- participant rights and responsibilities in practice;
- practical steps for SSAs to adopt, implement and embed the policy in governance, operations and culture;
- understanding racism, discrimination and vilification in sporting contexts; and
- bystander action and safe ways to call out racism.

Collectively, the video series is designed to build capability across the sector, support consistent policy adoption, and assist organisations to move from awareness to action in creating culturally safe, inclusive sporting environments.



Credit: Kiara Blake

COMMUNICATION AND AWARENESS RESOURCES

Key messages and communication resources to help SSAs introduce and promote the policy.

Key Messages

- 1. What is this policy?**

The Racial Discrimination Policy sets clear standards to prevent racial discrimination and vilification in sport, promoting inclusion, respect and cultural safety at every level of participation.
- 2. Why does it matter?**

Racism has no place in sport. Every player, coach, official, volunteer and supporter deserves a safe, respectful and welcoming sporting environment - on the field and off it.
- 3. Who does it apply to?**

This policy applies to everyone involved in the sport: from board members, staff and volunteers to athletes, parents and spectators - whether in person or online.
- 4. What is expected of SSAs?**

SSAs are expected to adopt and actively implement the policy, promote it across their communities and educate their participants on their rights and responsibilities.
- 5. What behaviour is unacceptable?**

Behaviours such as racial slurs, discriminatory policies, exclusion based on race or background and any form of racial vilification or harassment - whether in person or online - are strictly prohibited.
- 6. How can complaints be reported?**

Participants can report concerns directly to the organisation or through the support of a Member Protection Information Officer (MPIO). Complaints will be handled confidentially, fairly and respectfully.
- 7. What support is available?**

SSAs can access guidance, templates and training to support implementation. MPIOs are available to assist individuals and help resolve issues safely and appropriately.

Awareness Resources

The True Sport Cultural Education Initiative seeks to increase public awareness of the Racial Discrimination Policy and supporting resources to promote a safe, respectful and welcoming sporting environment.

SportWest has developed resources to help SSAs build and maintain respectful sporting environments. These include specific resources in a variety of mediums to promote anti-racism messaging covering areas such as First Nations protocols, NAIDOC Week club checklists and guidance and practical case studies to guide implementation in sport.

ADDITIONAL RESOURCES

A list of useful resources SSAs and Clubs can use to help build capability and educate and promote awareness and knowledge on anti-racism and cultural safety.

Australian Human Rights Commission

[Anti-racism Training Program](#)

[“There’s Nothing Casual About Racism” Campaign](#)

[Racism: It Stops With Me Conversation Guide](#)

[Guidelines for Addressing Spectator Racism in Sports](#)

[“Be a Supportive Bystander” Resources](#)

Sport Integrity Australia

[National Integrity Framework Resources](#)

[Sport Integrity Resource Catalogue \(anti-racism poster on page 55\)](#)

Australian Sports Commission

[Anti-racism Resources and Templates](#)

[Dealing with the moment – Anti-Racism in Community Sport Training Program](#)

eSafety Commissioner

[Online Safety and Reporting Guidance](#)

Play By The Rules

[Inclusion in Sport – Removing Barriers to Participation](#)

[Dealing with Racism, Homophobia and Sexual Harassment](#)

