EQUAL OPPORTUNITY POLICY

INTRODUCTION:

The Mount Eliza Soccer Club (the **"Club"**) is committed to providing a safe, inclusive, and respectful environment for all members, visitors, and participants. This Equal Opportunity Policy is designed to eliminate discrimination or harassment at the club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

SCOPE:

This policy applies to all members, volunteers, staff, visitors, and participants involved with the club including but not limited to players, coaches, officials, parents, and spectators.

The club supports equal opportunity as applied to membership, coaching, committee appointments and player selection and will make decisions based on a person's skills with disregard to personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs.

The exception to this statement exists where a rule or bi-law has been established by the club, Association or Football Victoria that prohibits participation of an individual in a particular competition because of safety or maturation considerations.

All members of the club are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics including those listed. Any person engaging in behavior deemed as racially vilifying, homophobic, or discriminatory will encounter disciplinary action.

Consequences of Violation:

Violations of this Acceptable Use Policy may result in disciplinary action, up to and including suspension or expulsion from the club, depending on the severity of the offense and at the discretion of club management.

Reporting Violations:

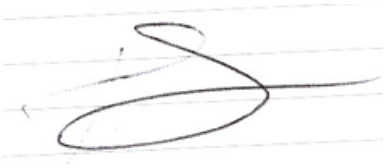
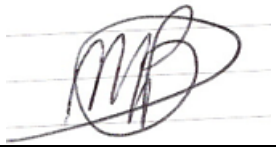
Any member, volunteer, staff, or participant who witnesses or experiences a violation of this policy is encouraged to report it to either the MESC Committee, Football Committee or designated authorities promptly.

Review and Updates:

This Equal Opportunity Policy will be reviewed regularly to ensure its effectiveness and relevance. Amendments or updates may be made as necessary, with notice provided to all relevant parties.

Acknowledgement:

By participating at the club, all members, volunteers, staff, visitors, and participants agree to abide by this Equal Opportunity Policy and acknowledge their responsibility to uphold its guidelines.

EQUAL OPPORTUNITY POLICY		Approval Date:	01 / 05 / 2026
		Review Date:	01 / 05 / 2028
		Version No:	2026 EO 1.0
President Signature:		Name:	Fernando Cortes
Operations Manager Signature:		Name:	Marcus Benbow