

## Trinity Beach Sports Club Anti-Discrimination Policy

Trinity Beach Sports Club ("The Club") aims to provide a community entertainment environment where members and guests can attend our Club as one of the best venues on the northern beaches. The Club offers its services to members and guests alike in a setting which is free from any discrimination.

The *Anti-Discrimination Act 1991* makes discrimination in the provision of goods and services against the law. The law applies across the sector, including:

- access to and use of any place, vehicle, or facilities that members of the public are permitted to use
- transport and travel services
- professional, trade and business services (e.g., plumbing, medical, legal, mechanical etc)
- banking, finance, and credit services
- public and local government services
- hospitality and the supply of refreshments (e.g., hotels, cafes, restaurants)
- health and community services
- recreation (e.g., entertainment, sports, tourism, arts)
- retail and wholesale

The legislation is very broad and can be widely applied to many aspects of the provision of goods and services. This means that any less favourable treatment of a person in connection with the supply of goods and services (e.g., refusing to serve an Aboriginal person in a hotel), the way in which they are supplied (e.g., charging women more than men for the same garage services) or the terms on which they are supplied (e.g. requiring a young person to leave a bigger deposit on hire items such as sailboards than older people) may be against the law.

The legislation also establishes a legal responsibility to provide goods and services without discrimination, sexual harassment and vilification and the Club seeks to meet its' responsibilities at all times.

Everyone attending Trinity Beach Sports Club has the right to be free from discrimination, sexual harassment and vilification when obtaining goods and accessing services from our Club. If you believe that you have been unlawfully discriminated against, sexually harassed, or subjected to vilification you have the right to make a complaint to management who will promptly seek to resolve the matter confidentially.

If you wish to make a complaint regarding anything in this policy, please seek out the Duty Manager on shift or email [gm@trinitybeachsportsclub.com.au](mailto:gm@trinitybeachsportsclub.com.au)

Trinity Beach Sports Club will formally counsel any employee who is found to be engaging in discriminatory conduct while at work.