



Diversity, Inclusion & EEO Policy

1. Purpose

The purpose of this policy is to provide a framework by which the Wynnum Manly Seagulls Rugby Leagues Football Club Limited (**'Seagulls Football'**) actively manages and encourages diversity and inclusion across the organisation.

Seagulls Football believes that diversity, inclusion and equal employment opportunity is a business imperative, in that it provides a foundation to enable us to meet the organisation's objectives and achieve our strategic goals, to enhance our reputation, and to help the organisation's people contribute to Seagulls Football's success.

2. Definitions

'Contractor':	A contractor is any person or firm that undertakes a contract to provide services for or in partnership with Seagulls Football.
'Employee':	An employee is any individual with a valid Seagulls Football employment contract, regardless of the nature of the contract.
'Volunteer'	An individual who willingly gives their time to Seagulls Football without financial gain.
'Diversity':	Refers to the visible and invisible differences that exist between people including (but not limited to) gender, culture, race, ethnicity, physical impairment, sexual orientation, age, language, religion, nationality and family/marital status. It also refers to diverse ways of thinking and ways of working.
'Equal Employment Opportunity':	Means that all peoples regardless of gender, race, ethnicity, age, marital or parental status, sexual preference, gender identity, disability or religious belief have the right to be given fair consideration for a job or other job related benefits such as employee training and development.
'Of a particular diversity dimension':	Refers to employees/members/candidates/people of a particular gender, age, race, ethnic background or cultural background, religious belief, family/marital status, sexual orientation, or physical ability.
'Inclusion':	Refers to ensuring that employees and members have equality of opportunity in the organisation without any barriers or obstacles as a result of their gender, age, race, ethnic background or cultural background, religious belief,



family/marital status, sexual orientation, or physical ability.

3. Scope

This policy applies to all management, staff, volunteers and players (**'Seagulls Football Representatives'**).

This policy has been reviewed and authorised by the Seagulls Football 's Board of Directors and has been endorsed by the Chief Executive Officer. Each member of the Board has ultimate responsibility for promoting the principles and intent of the policy across their respective teams.

Seagulls Football Representatives will be required to read and accept this policy on commencement at the Seagulls Football, and to confirm their ongoing acceptance on an annual basis.

Should you require any assistance in the understanding or interpretation of the policy, please direct your enquiry to the Chief Executive Officer. Your input to the content and intent of the Policy is always welcome.

4. Policy

The Seagulls Football's commitment to diversity and inclusion extends to all areas of our business including recruitment, talent development, skills enhancement, promotions, Commission appointments, employee retention strategies, succession planning, access to types of leave and flexible work arrangements, learning and professional development opportunities and workplace health and safety.

By adopting the principles contained in this Policy the Seagulls Football will be better placed to attract, select, develop and retain a diverse, skilled and motivated workforce allowing us to harness the benefits of such diverse experiences, enabling us to become an employer of choice.

Our Diversity, Inclusion & EEO Policy will help us to achieve the business priorities set out in our Game Plan. Some of the benefits of a diverse workforce can include:

- Increased innovation and creativity
- An enhanced working environment due to multiple perspectives
- Improved customer service
- Increased brand profile
- The ability to attract and retain quality employees
- Reduced recruitment and training costs
- Increased employee satisfaction and productivity



Workplace Diversity & Inclusion Principles

Workplace diversity involves the recognition of individual differences and how they are managed in the workplace. Seagulls Football aims to create a culture that embraces diversity and inclusion and encourages and supports equity, fairness, inclusiveness while maintaining a commitment to eliminating all forms of discrimination, harassment, bullying and victimisation in the workplace in relation to an individual's:

- Gender
- Age
- Ethnicity
- Sexual orientation
- Gender identity
- Cultural background
- Religious belief
- Physical ability
- Family status

Workplace diversity integrates the principles of equal employment opportunity to include groups who are under-represented in our workforce. This includes:

- Aboriginal and/or Torres Strait Islander people;
- People with a disability;
- LGBTI (lesbian, gay, bisexual, trans, and/or intersex)
- Women.

Equal Employment Opportunity

Consistent with its vision, goals and organisational values Seagulls Football is committed to the promotion of the following principles:

- Providing access to opportunities in employment at the Seagulls Football through processes which are free of discrimination, as defined in the Discrimination, Bullying and Harassment Policy
- Respecting and appreciating the diversity of its employees which contributes to the endeavours of the Seagulls Football
- Selecting, progressing and promoting employees on merit, using fair and transparent processes
- Recognising the rights of employees to raise complaints in good faith under the Seagulls Football issue resolution procedures, without fear of retaliation or victimisation
- Integrating equal opportunity and diversity principles in all policies and practices.

To achieve a diverse and inclusive workforce and comply to our requirements and commitment to Equal employment opportunity, the Seagulls Football supports the following practices.



Recruitment, Promotion and Selection

When hiring and promoting candidates for specific roles, management will consider issues of diversity in relation to expectations of the relevant role, and selection and appointment processes, to ensure there is no intended or unintended discrimination or bias throughout the process.

Remuneration

Management will endeavour to ensure that there is no intended or unintended discrimination or bias towards or against employees of particularly diverse groups in relation to the remuneration that they receive for their work.

Performance Management

Management will endeavour to ensure that performance review methodologies and processes are consistently applied to relevant groups of individuals in relation to reviews of their performance.

Flexible Work Arrangements

Seagulls Football recognises the importance of providing flexible work arrangements for employees to enable them to balance personal and work responsibilities and for the continued success of the organisation.

In recognition of flexible work practices and to assist employees to meet their personal responsibilities outside of work, the Seagulls Football has in place an established framework which enables and encourages transparent and cooperative discussion on contemplated flexible work arrangements. The framework outlines the process for implementation and ongoing management of those arrangements in accordance with applicable statutory requirements. All decisions will be at the discretion of the Seagulls Football Chief Executive Officer.

Roles and responsibilities

Seagulls Football Management

Seagulls Football management is responsible for developing the organisation's approach to diversity and inclusion by working with the relevant external bodies, internal leaders and employees.

Management is responsible for the creation of diversity programs and initiatives to support the diversity and inclusion strategy. Leaders at all levels are required to actively encourage and promote workplace diversity principles, to foster a culture of inclusiveness and to act quickly in the case of a complaint or issue being raised.



Seagulls Football Employees

Every employee of the Seagulls Football is responsible for approaching their work, customers and colleagues with respect and acceptance.

Each individual has an obligation to speak up if they witness any harassment, bullying or prejudice in the workplace. Each employee has the responsibility to ensure that the Seagulls Football remains an open, safe and collaborative environment.

5. Document Management

Unique Identification Number	Version	Release Date	Description	Author
-	1	27/04/2018	WMS – Diversity, Inclusion & EEO Policy	Hanan Laban

6. Authorisation

Complied by: Hanan Laban (Chief Executive Officer)

Reviewed by: WMS Board of Directors

Approved by: WMS Board of Directors