



Gender Equality

Introduction

Croydon Ranges Football Club (CRFC) is committed to creating a soccer community where all players and members are equally respected and valued and enjoy equity of both opportunity and outcomes.

CRFC recognises that gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of players and members, particularly women and girls, in the immediate and long term.

Under the *Victorian Equal Opportunity Act 2010* all organisations have a *positive duty* to take proactive steps to prevent discriminatory practices.¹ CRFC recognises the prevalence and impact of gender-based discrimination and harassment, and is committed to building a club culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

CRFC recognises that gender inequality is both structural and individual; this means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies and processes throughout our community.

Girls and boys, women and men are subject to gendered stereotypes and expectations about how they should behave, think and act. These gendered stereotypes and expectations contribute to gender inequality by assigning unequal value, status and power to women and men. These expectations are reinforced by structures, systems, norms and cultures that often privilege the knowledge, rights, perspectives and skills of males over females.

Gender inequality can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes the result of unconscious bias which is when our behaviours, choices and practices are shaped by underlying assumptions and attitudes without us realising. Gender inequality is evident throughout our society, and research suggests it is one of the key factors driving the prevalence of gender-based violence.²

CRFC recognises that sporting clubs are vital spaces in our community to promote gender equality and prevent violence against women. Every policy, practice and activity has the potential to reinforce or challenge gender stereotypes and gendered inequality.

On behalf of the whole club community, the president, the secretary and the wider committee support this policy.

Our Commitments

CRFC, as a sporting institution, is committed to promoting **gender equality** and to ensuring equality of opportunity and outcomes for all players and members.

Gender equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

CRFC will ensure that all Committee, Coaches, Players and policies, procedures, systems and structures actively promote gender equality and seek to expose and redress gender inequities.

Club Culture and Environment

At CRFC all players and members are responsible for promoting gender equality and modelling respectful relationships. All players and members will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between women and men
- perpetuates harmful gender stereotypes
- condones violence against women.

For example: Unacceptable behaviour includes accessing or sharing sexist or discriminatory materials at CRFC, during the games or training, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.

Promoting gender equality and modelling respectful relationships is just as important for players as it is for members. CRFC will work to ensure all players and members feel respected, safe and valued in the club, and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities for all players and members.