



# TRINITY COLLEGE

## Vilification Policy

### **Aim:**

In line with Trinity College's commitment to whole-student education, the Sports Department has produced this document in order to help ensure the safest possible environment for members of marginalised groups. The College strives for a sporting environment that promotes the highest standards of fair play and respect for diversity.

### **Definition:**

No person shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person on the basis of that person's appearance, race, religion, colour, descent or national or ethnic origin.

### **Lodging Complaint**

An Umpire, Club or Player may by 5pm on the first working day following the day on which the offence is alleged to have occurred, lodge a complaint in writing to the Director of Sport via the Coordinator of the sport. The complaint must outline the circumstances of the allegations made against a person.

### **Coordinator of the Sport**

The Coordinator of the Sport shall:

- (a) inform the alleged offender of the complaint and provide that person with an opportunity to respond to it in writing;
- (b) identify and obtain written statements from any available witnesses;
- (c) obtain video or other evidence
- (d) arrange for the complaint to be conciliated and take all steps necessary for the complaint to be conciliated.

### **Sanction:**

Possible sanctions include game and school suspensions and detentions.

### **School counselling:**

The offending student shall have appointments made with their House Tutor, relevant Head of School and/or School Principal in an effort to educate the student toward acceptance, tolerance and understanding.

### **Letter of remorse:**

In the event the remark was heard by the victim, and personal letter of apology shall be needed from the offending student to the victim. Where possible, the victim's first name should be included as a mark of respect to the victim. The letter shall be forwarded by the Director of Sport to the counterpart at the other school.

In addition to the personal letter, an open letter of remorse, where the student shall take ownership and responsibility for their actions, shall also be completed and forwarded to the Director of Sport. The student shall not be eligible to play sport for the College until such time as obligations are completed.

In the event the remark was *not* heard by the victim, an open letter of remorse will be forwarded to the Director of Sport by the nominated date.