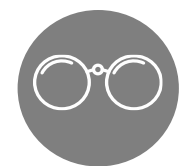


Do Better: Our framework to respond to racism

At Collingwood we acknowledge the rights of the First Peoples of Australia. We commit to make conscious efforts and take deliberate actions to address racism when we see it.



If it's safe, we call out racist behaviour – it's harmful and not welcome.



If the situation seems dangerous, we call the police.



We commit to doing better by listening, learning and impacting our workplace, club and friends.



We listen and support the person harmed by racism.

Where?	Does this apply to me?	What action should I take?	What else should I do?
<h2>Playing Football</h2>	<p>Applies to AFL and AFLW players who experience racism while playing football.</p> <p>The AFL's Peek Rule is governed by the AFL Commission.</p>	<p>The timeframe to report game day incidents is two weeks. However, the AFL has discretion to investigate incidents outside of this timeframe. Reporting can be undertaken by match day officials, club officials, coaches and players, and not just the vilified player. Players are encouraged to report all incidents to the General Manager Football and work with the Club Integrity Officer who will facilitate the complaint process with the AFL's Integrity Department.</p>	<p>The club encourages players to seek support about experiences of racism. The club's wellbeing officers are available to assist you manage the process.</p> <ul style="list-style-type: none"> Please call the club's wellbeing provider on 1300 687 327. For mental health and wellbeing services, the AFLPA offers a free, confidential and professional counselling support: call 1800 488 903 or email wellbeing@alfplayers.com.au.
<h2>Attending the Football</h2>	<p>Applies to all Members and Fans who experience or witness anti social behaviour including racism.</p> <p>Match attendance is operated by the AFL and it's venues. Therefore AFL's policies apply and can be found here.</p>	<p>The club encourages members and fans who experience or witness racism at the game to:</p> <ol style="list-style-type: none"> Immediately report anti-social behaviour by sending an SMS or calling the venue security or report to any nearby security staff. Collect information about the incident and report the incident to the ALF online: AFL Report or call the AFL Integrity and Security Department on 0447 044 984. Members may also wish to report the incident to the club by calling 1300 624 743 or emailing membership@collingwoodfc.com.au and we will be able to assist you with options. 	<ul style="list-style-type: none"> If you want to talk to someone about the experience, please call the club's wellbeing provider by calling 1300 687 327. The AFL Integrity group receives the complaint and will assess based on the seriousness, nature of incident and evidence provided. They support the investigation and contact the club where required. Where applicable sanctions will be applied.
<h2>At The Club</h2>	<p>Applies to all staff, players, members, sponsors and commercial clients who believe they have experienced discrimination.</p> <p>The CFC discrimination & harassment and the AFL Respect & Responsibility policies apply. In addition, the declaration of commitment applies to Cheer squad members.</p>	<p>The club encourages people to take action to address racism:</p> <ol style="list-style-type: none"> Staff to seek advice and support from HR, your Manager/General Manager about the clubs complaints procedure and support available, including the CFC Whistleblower procedure. Clients and sponsors to contact your key account manager. Our General Manager, Corporate Partnerships will respond and action the reporting of the incident. Members to call or email the club about avenues for action to report racism on 1300 624 743 or membership@collingwoodfc.com.au. Anyone can report an incident to the AFL either online or by calling the Integrity Department on 0447 044 984. 	<ul style="list-style-type: none"> The club has a zero tolerance for racism and will respond accordingly. For information about our policies and procedures please contact our General Manager, People & Culture on 03 8412 0000. If you have questions about discrimination, sexual harassment, victimisation, or racial or religious vilification you can contact the Victorian Human Rights Commission for free and confidential information 1300 292 153. Or visit the Federal Human Rights Commission to understand the complaints process under the Racial Discrimination Act 1975 (Cth).
<h2>Online (Digital/Cyber)</h2>	<p>Applies to all people who are experiencing bullying online.</p>	<p>The club encourages people to report racism online by following the steps below:</p> <ol style="list-style-type: none"> Collect evidence and information about the incident. Report the incident to the social media service or platform where the racism took place. Make a report to eSafety: Cyber Abuse Report. 	<ul style="list-style-type: none"> If you are feeling unsafe right now, call: Triple Zero (000). If you are a staff member and you feel worried and would like to talk to someone, please call the club's EAP provider on 1300 687 327. For more information and support about cyber bullying, the impacts on mental health, visit Headspace here.