



Manly United Football Club Diversity, Inclusion and Racial Equality Policy

1. Purpose

Manly United FC (MUFC) is committed to fostering a safe, inclusive, and equitable football environment for all. This policy outlines our commitment to diversity, inclusion, racial equality, and respect, consistent with the principles and requirements of Football Australia (FA) and Football NSW (FNSW).

This Policy forms part of the Club's broader Safeguarding & Policy Framework and should be read together with the Complaints and Grievance Policy and Sexual Harassment and Inappropriate Behaviour Policy.

2. Scope

This policy applies to all MUFC players, parents, coaches, staff, volunteers, officials, and spectators across all programs, competitions, and online environments.

3. Principles of Inclusion

MUFC welcome and respects individuals of all:

- Races, cultures, and ethnicities
- Genders and gender identities
- Sexual orientations
- Religious and belief systems
- Ages
- Abilities and disabilities
- Neurodiversity
- Socio-economic backgrounds
- Family structures
- Body shapes and physical characteristics
- Any characteristic protected under Australian law

No person will be treated less favourably because of who they are.

4. Inclusion in a Performance-Based Football Environment

MUFC operates within a representative and semi-professional framework where selection is based on football ability, potential, physical readiness, and positional requirements. Inclusion does *not* mean automatic selection.

MUFC ensures that:

- Selection decisions are based solely on football merit.
- All team environments remain respectful, safe, and inclusive regardless of an individual's background or characteristics.



This balances high performance with MUFC's commitment to inclusive practice.

5. Commitment to Preventing ALL Forms of Discrimination

MUFC has zero tolerance for discrimination, harassment, bullying, vilification, or exclusion, based on:

- Race, culture, or ethnicity
- Gender or gender identity
- Sexual orientation
- Disability or neurodiversity
- Age
- Religion or belief
- Body shape or physical characteristics
- Socio-economic background
- Any protected attribute under law

All participants have the right to be treated fairly, respectfully, and without prejudice.

Conduct involving sexual harassment, sex-based harassment, hostile environments or victimisation may also be managed under the Sexual Harassment and Inappropriate Behaviour Policy.

6. Anti-Racism Commitment

MUFC acknowledges that racism remains a significant issue in sport and society and therefore commits to:

- Actively opposing racist behaviour, language, and attitudes
- Providing safe and supported pathways for reporting racial incidents
- Ensuring racial and cultural diversity is represented across Club programs and communications
- Encouraging education that promotes cultural understanding and respect

7. Behaviour Expectations

All participants — players, coaches, staff, volunteers, parents, and spectators — must:

- Act respectfully and professionally at all times
- Use appropriate, inclusive, and non-abusive language
- Support a safe and welcoming environment at training, matches, and online
- Follow MUFC's Code of Conduct and Football Australia's Respect Framework
- Model behaviours that promote team cohesion, sportsmanship, and fairness

8. Reporting and Response

Concerns can be raised through:

- Chief Executive Officer
- Member Protection Information Officer
- [Any MUFC Board Member](#)



Reports will be handled confidentially, respectfully, and in alignment with FA/FNSW Member Protection processes.

Reports will generally be managed under the Complaints and Grievance Policy, unless another policy or external process is more appropriate.

9. Related Policies & References

- Football Australia: *Respect Framework*
- Football Australia: *Member Protection Framework*
- Football Australia: *Gender Equity Action Plan*
- Football Australia: *National Club Development Program (Club Changer)*
- Football NSW: Member Protection Policy
- Football NSW: Diversity & Inclusion Initiatives
- MUFC Codes of Conduct
- MUFC Complaints and Grievance Policy
- MUFC Disciplinary Policy
- MUFC Sexual Harassment and Inappropriate Behaviour Policy

**This updated policy was approved by the Manly United FC Board of Directors
18 May 2026**