



ANTI-DISCRIMINATION ACT REVIEW

QRL STAKEHOLDER FEEDBACK



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The Queensland Rugby League recently conducted a review with key stakeholders to better understand the views and opinions of the rugby league community relating to the Anti-Discrimination Act 1991.

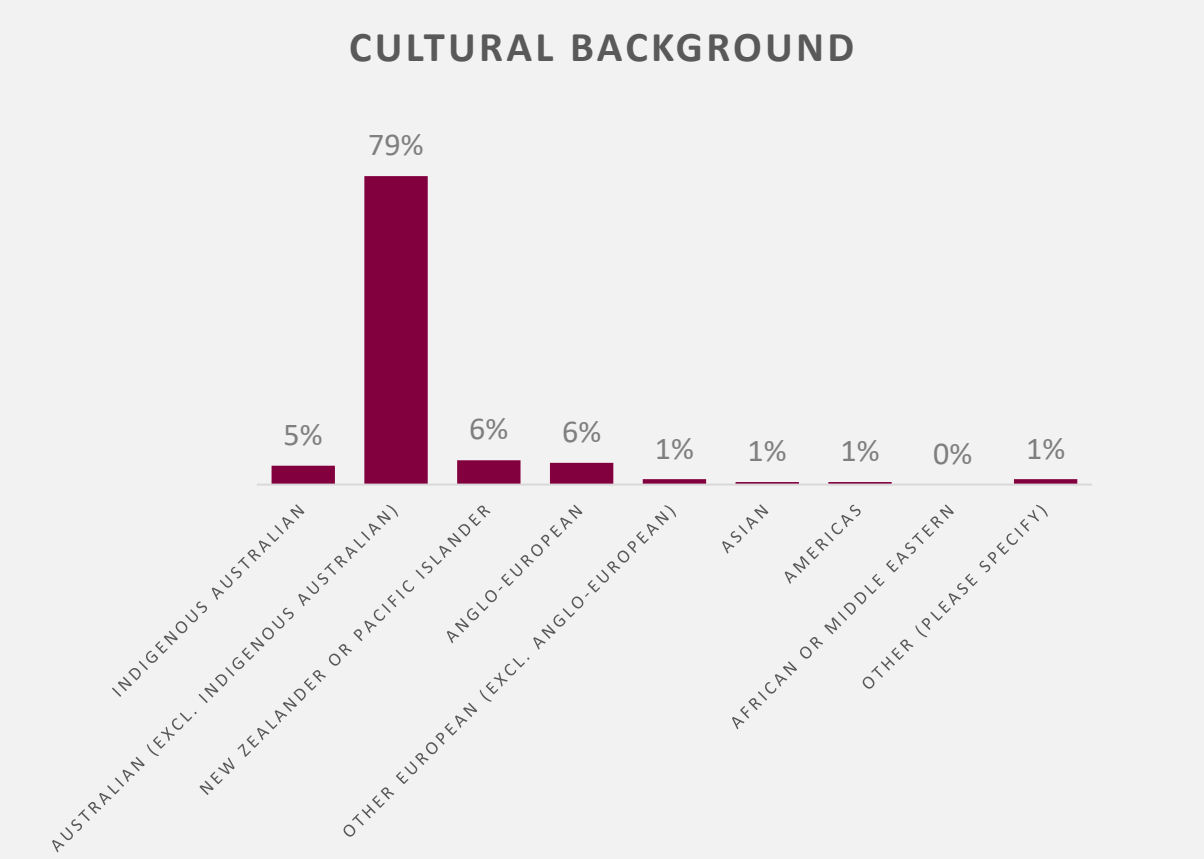
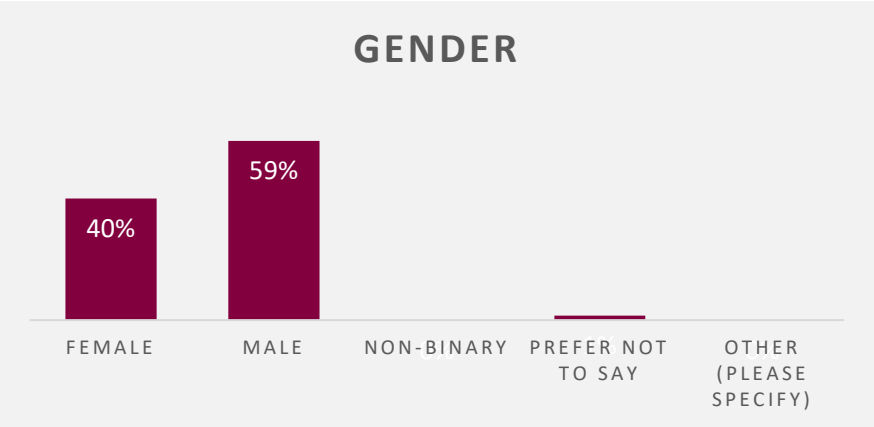
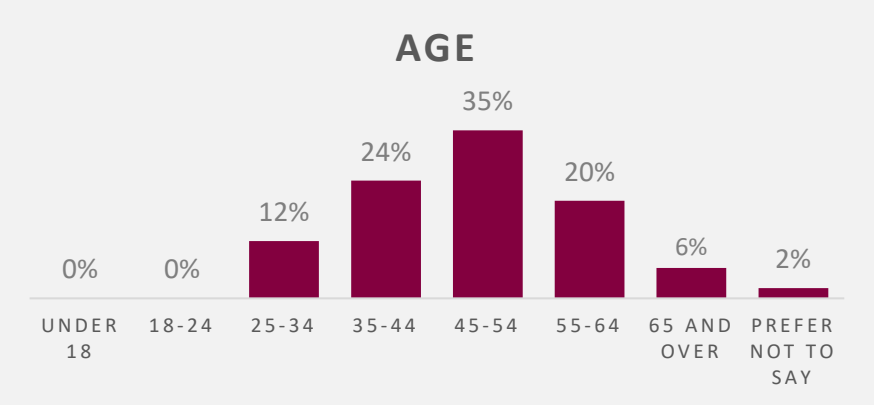
Stakeholders were invited to complete an anonymous survey, open from the October 25, 2021 to November 3, 2021.

Feedback has been collated QRL Board members, QRL Staff, volunteers, local clubs and key community stakeholders with over 140 responses submitted.

We hope these findings are useful in understanding more about whether the law should change.

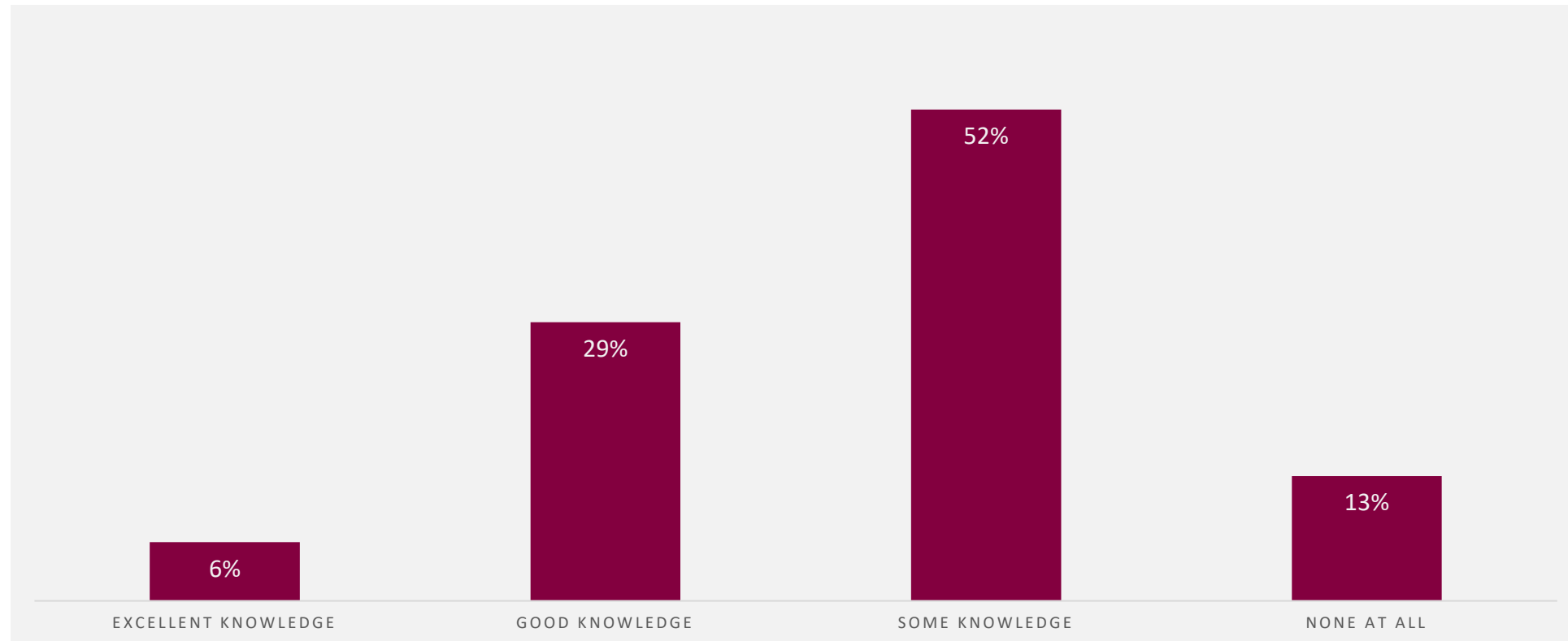
Q1-Q3:

Respondent Demographics



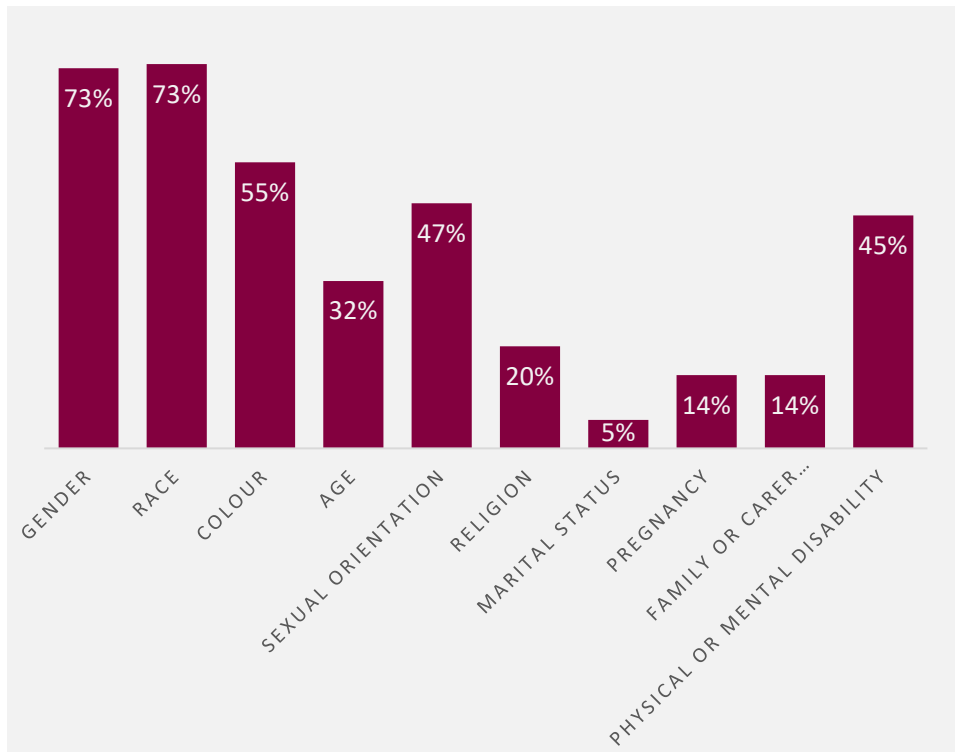
Q4:

How would you describe your knowledge of Queensland Anti-Discrimination legislation?



Q5:

Thinking about the sports and recreation sector, what forms of discrimination are more common? Select all that apply

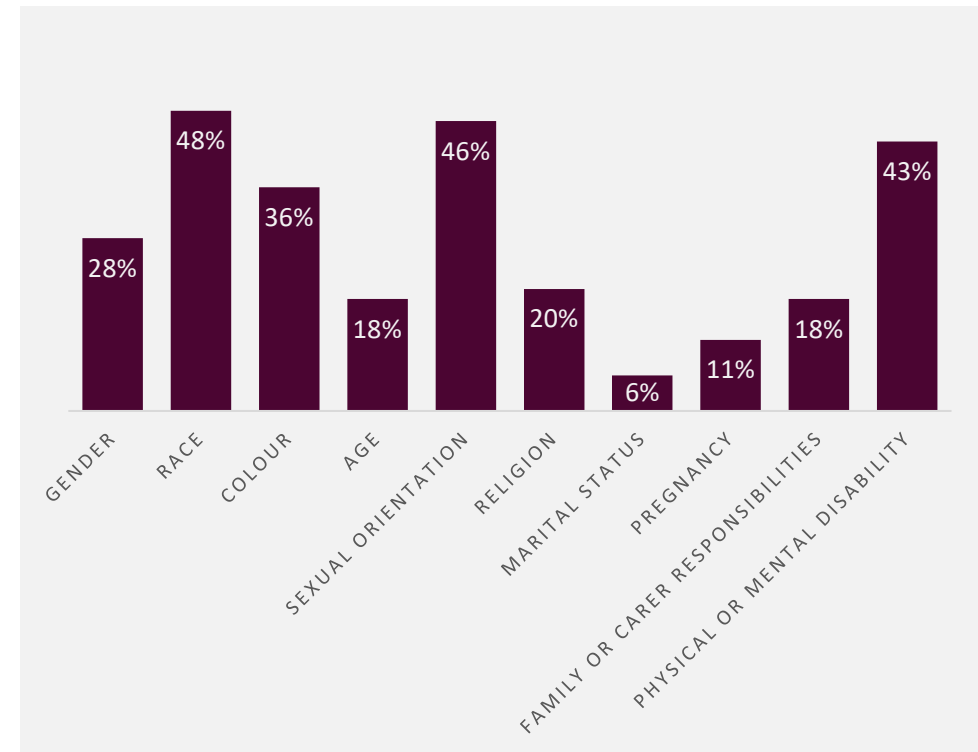


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Answered: 128, Skipped: 15

Q6:

Thinking about the sports and recreation sector, what forms of discrimination are the hardest to address? Select all that apply



Answered: 123, Skipped: 20

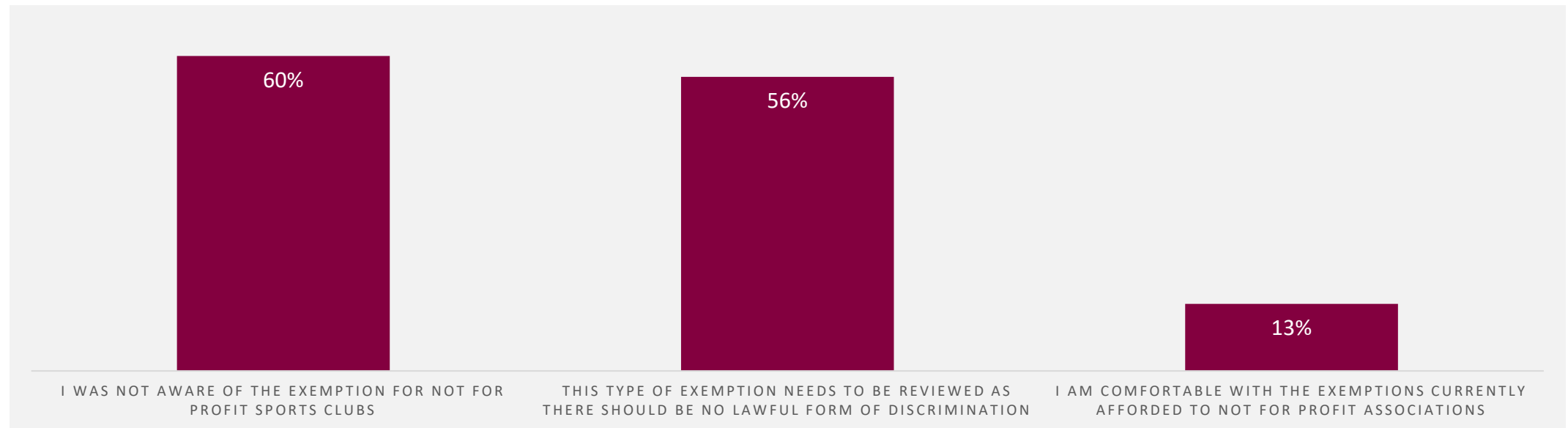
Q7:

The Anti-Discrimination Act & not-for-profit organisations

Currently, the Anti-Discrimination Act does not apply to not-for-profit associations in providing goods or services.

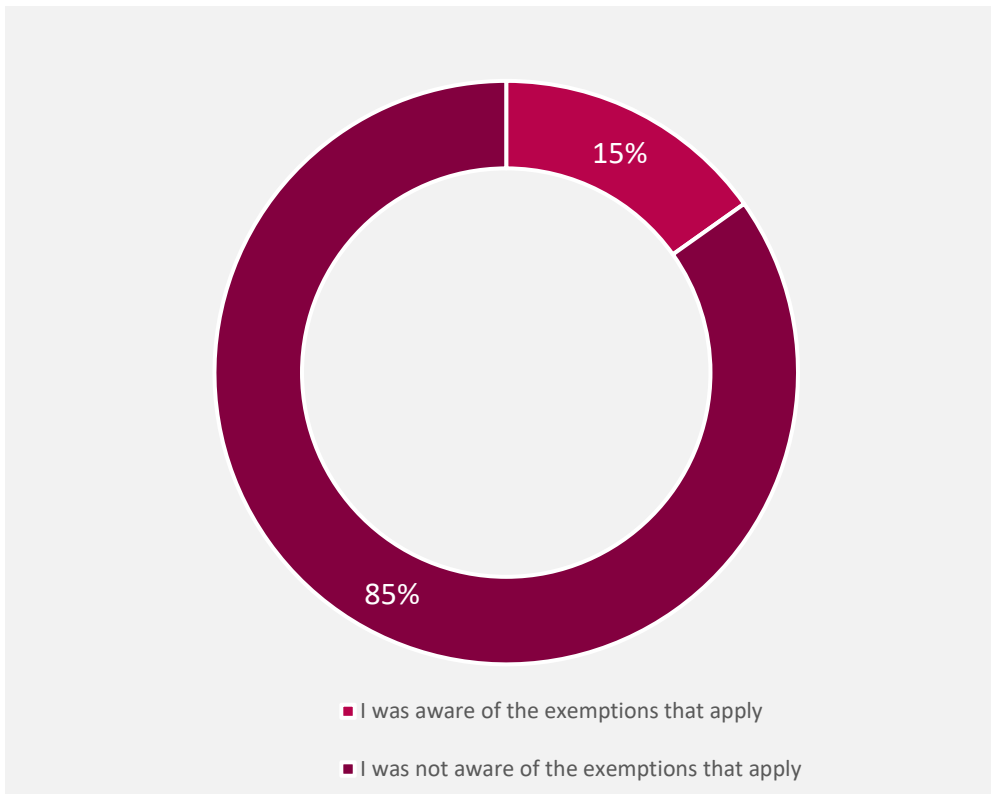
This means they may lawfully discriminate on the basis of protected attributes when providing goods or services. This can include private hospitals, community services, foster care providers, sports clubs and aged care.

What are your views about the scope of this exemption? Select all that apply



Q8:

Are you aware of the exemptions that apply to club memberships, and do you have any views of how they are currently operating?



Comments

- We would not look to discriminate in any way but may not be able to help some groups because of a lack of funds.
- There should be no exemptions across the board.
- Education is needed and the forefront behind reducing incidents of discrimination.
- Whether this is part of anti-discrimination or not but i believe that there is a lack of respect for the volunteer work done by the grassroots level officials by senior paid administrators. The rhetoric does not match the actions.
- What are they?

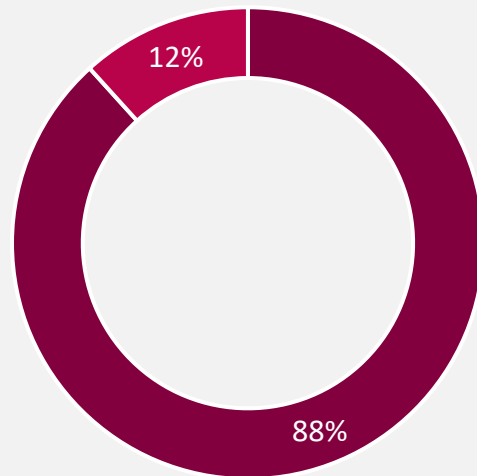
Q9:

The Anti-Discrimination Commission Terms of reference ask us to consider whether the law should impose a positive duty on organisations to eliminate discrimination, sexual harassment and other objectionable conduct. Do you think the Anti-Discrimination Act should contain a positive duty, and accompanying enforcement powers to assess compliance with the positive duty?



Q10:

Do you think the Commission should have a broader role in eliminating discrimination and sexual harassment in Queensland to the greatest extent possible?



Comments

- I believe most sporting organisations have an obligation and a desire to eliminate discrimination of any form. If they don't address issues then the Commission should have the power to act.
- Not sure. Someone needs to
- Education not legislation
- Funding is always an impediment towards growing an anti discrimination culture
- This is a society issue that needs to be addressed by Government
- There is no place in our society for this type of behaviour

Q11:

Do you have any other thoughts or perspectives on experiences of discrimination or sexual harassment in Queensland from the perspective of Rugby League in Queensland, including employees, players and broader culture?

Comments

- Like all workplaces reflective of broader society, there is still work to be done, but we have come a fair way in recent years. Jokes / what's acceptable still need to shift, as well as get people to be conscious of their biases and privilege.
- Discrimination and related harassment should be eliminated and appropriately governed across all aspects
- Have been lucky to not be exposed to outright and blatant discrimination but recent education has perhaps provided context to inadvertent discriminatory acts.
- I do but at this stage I am reluctant to comment in detail.
- Discrimination definitely needs to be a 2 way Street. Way to often it is only spoken about from one side
- The QRL should look internally first at themselves. They are an extremely culturally insensitive organisation currently.
- As a ex player, sick of abuse and being called racial names. Started to ref and the abusive from the crowd and because of this, I don't want to go back out as the hosting clubs need to step up and sort the issue out.
- Sensitivity training for employed staff, volunteers, coaching staff so that stupid comments like Sollies referring to Polynesian cultures are slammed entirely, to ensure that a cultural name is no longer ridiculed
- Yes. [REDACTED] Sports such as Rugby League actively promote a culture that focuses on mental health and wellbeing and if people who are in a position of influence cannot support this, they should not be in a position to make others think or feel the same way.
- Perceptions of discrimination relating to gender or race sometimes arises but personally have not encountered any clear incidents.

Q11:

Do you have any other thoughts or perspectives on experiences of discrimination or sexual harassment in Queensland from the perspective of Rugby League in Queensland, including employees, players and broader culture?

Comments

- I see it with regarding the size and age of pacific island players of both genders, it is more dominant from clubs that do not have a high number of registered pacific island players parents and Guardians. Diversity is not displayed within these clubs. To hear parents sledging minors on the side line is disgraceful
- Need to be careful to educate volunteers properly. Uneducated people may bring frivolous cases where simple disputes that do not involve discrimination arise.
- No we do all we can
- My son stopped playing Rugby league due to bullying and harassment from team mates because he didn't "fit" in with the drinking culture. The president of he club was made aware of this and did nothing.
- A QRL Form should be developed stating a caption of the Anti Discrimination Act and inclusive of the NRL Code of Conduct which requires signatures of all Officials, Players and Volunteers. Our signature on this Form holds us accountable, the information must be communicated, applied and enforced.
- All members should be protected and particularly those who perform volunteer roles to support and sustain the game. Natural justice afforded to everyone excluding volunteer committee members I my experience.
- Referees, match reviews and judiciaries need to take a harder stance towards reported incidents
- I think we are moving in the right direction in changing our culture, however, we do need to change. If it's always been done like that, we will continue to do so, is the hardest barrier to cross.

Q11:

Do you have any other thoughts or perspectives on experiences of discrimination or sexual harassment in Queensland from the perspective of Rugby League in Queensland, including employees, players and broader culture?

Comments

- Was coaching a junior team this year at [REDACTED] where we had four teams in that age group for starters I was given a team with 9 kids that has not played before and was tolled I would be getting the knew kids to the club coach as training started I picked out a few knew kids that I had not seen at the club before approached two off them to ask were there from which club they come from ! As I guessed they were from other clubs and tolled they were playing for the [REDACTED] which is virtually the best off the best and getting other kids from outer town to come there to play and put them in one team ! Which was a real worry when you have kids that have not played and then from the same club you have team off basically [REDACTED] representative players stacked can't believe the club is allowing this to happen at this age group as they have not been graded and there was a chance the team from both clubs could Olay against each other I don't see this fair on the kids and that's what it is about not some person running the club building a team to beat everybody it was a bit unfair on the clubs behalf to allow this to happen at u 11s age group
- Yes bullying has become quite common from members towards employees and officials
- Not aware of sexual harassment but I do think there is discrimination at higher levels of the organisation.
- need to come down heavier on people who racially vilify others
- Going alright as is.
- Increase cultural awareness and enable and employ culturally appropriate staff
- Yes I have unfortunately witnessed this with the victims being [REDACTED]