



The AFL has:

- A anti-homophobia strategy
- Existing AFL Vilification Policy
- A crowd behavior strategy (including education and processes for removal of those who are deemed to be anti-social or vilify other parties)
- Internal staff education where Jason Ball has presented to AFL staff
- Train the Trainer program for AFL State and Community Leagues to assist them with educating their clubs on the issue of homophobia
- Resources for clubs that include a video story of Jason Ball that supports League and Club education

In terms of other events / activities around the game, either our clubs, partners, the AFL or some/all have been / will be involved in:

New South Wales, March 7 – Mardi Gras

Smith and Myke Pyke were Sydney Swans players that were part of the parade.

New South Wales, March 14 – NAB Challenge Pride Match (Sydney v Fremantle)

Drummoyne NAB challenge match was used as a platform to promote inclusion of the lesbian, Gay, Bi-sexual, transgender and intersex LGBTI (LGBTI) community.

Victoria, March 30 – Purple Bombers Launch

The Purple Bombers are a group of lesbian, gay, bi-sexual, transgender and intersex men, women and family members who support the Essendon Football Club.

May 17 – Pride Match - Yarra Valley Mountain District League

The Yarra Ranges council, together with the Yarra Valley Mountain District Football and Netball League are supporting a Pride Match on May 17, 2015

June 6 – LGBTI AFL 9s Match

The AFL have provided the LGBTI community with a grid (two teams) to play AFL 9s at half-time in the Essendon v Adelaide match on June 21st 2015. Ultimately it is hoped this will encourage more people from the LGBTI community to play AFL 9s.

August 15 – Purple Bombers pre-match event

The Purple Bombers are holding an event at Etihad prior to the Adelaide v Essendon game. Further details on guest speakers etc are yet to be provided however the AFL has committed to support this event.



FFA

Anti-Homophobia has always been included in the FFA Member Protection Policy, which allowed us to develop the following in line with our statutes and policies

1. Developed an implementation plan with a focus on education and increasing awareness
2. We will also establish an advisory committee to address anti homophobia that will include LGBTI Community stakeholders
3. Creating a partnership with Pride Football, which we have endorsed for the first time in 2014. Help work with the organisers to extend the tournament outside NSW and Victoria, where it is currently restricted to. This tournament will be focus of our awareness program in promoting positive messages of inclusion to the entire Football Community.



ARU

Inclusion Policy - Deliverables

Pillar 1: Dissemination and training

#	Description of action item	Due date and outcome	Actions and Outcomes
1.	Use existing communication channels to provide for the dissemination of the Policy to all Members.	By 30 January 2015	Policy distributed to all members at time of policy launch. Briefing on policy conducted at Head of Game Development reinforcing importance of policy (Nov 14) Policy available on the ARU Website.
2.	Work with the Australian Sports Commission and other major codes to develop training material in respect of the Policy.	Ongoing	Attendance and input at You Can Play Forum and Workshop with other major codes and ASC (Nov 2014)
3.	Ensure the ARU Code of Conduct is updated to include reference to this Policy.	By 30 June 2015	

Pillar 2: Sanctions and reporting

#	Description of action item	Due date and outcome	Actions and Outcomes
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1.	Collate statistics on the number and type of complaints within Rugby relating to homophobic actions, abuse or bullying, or discrimination or harassment on the basis of sexuality or the expression of gender.	Ongoing	HoGD reminded of importance of reporting statistics at meeting (Nov 14)
2.	Report in the ARU's Annual Report or in a separate publication (which is accessible to the public) on the statistics collated through action item 2.1.	By 30 May annually	
3.	Consult with the Australian Human Rights Commission and Australian Sports Commission to ensure best practice is in place through the Member Protection Policy for dealing with complaints regarding homophobic actions, abuse or bullying, or discrimination or harassment on the basis of sexuality or the expression of gender.	Ongoing	

Pillar 3: Implementation by Member Unions

#	Description of action item	Due date and outcome	Actions and Outcomes
1.	Ensure that Member Unions are briefed on the contents and implementation of the Policy.	By 1 January 2015	Policy distributed to all members at time of policy launch. Briefing on policy conducted at Head of Game Development reinforcing importance of policy (Nov 14) Policy available on the ARU Website.
2.	Ensure that Member Unions are briefed in relation to the existence of the Policy and its implementation on an annual basis.	Ongoing	Briefing on policy conducted at Head of Game Development reinforcing importance and

		content of policy (Nov 14)
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Pillar 4: Review and Responsibility

#	Description of Action Item	Due Date and Outcome	Actions and Outcomes
1	At least two committee meetings held each calendar year.	Ongoing	
2	Annual review of the Policy by the Inclusion Committee.	By 30 June annually	
3	As required, Inclusion Committee to make recommendations to the ARU regarding amendments to the Policy for consistency with latest documentation, statistics and/or research regarding inclusion and anti-homophobia.	Ongoing	

Pillar 5: Leadership

#	Description of action item	Due date and outcome	Actions and Outcomes
1.	Work with the Australian Human Rights Commission or similar human rights bodies, the Australian Sports Commission and/or other sports where appropriate, to develop joint-initiatives that promote the elimination of homophobic actions, abuse or bullying, or discrimination or harassment on the basis of sexuality or the expression of gender from Rugby and the promotion of the Policy throughout the wider community.	Ongoing	Attendance and input at You Can Play Forum and Workshop with other major codes and ASC (Nov 2014)

Pillar 6: Partnership

	Description of action item	Due date and outcome	Actions and Outcomes
1.	Develop partnerships with gay, lesbian and bisexual organisations, human rights organisations, and/or organisations such as the Australian Human Rights Commission, the Australian Sports Commission and/or State and Territory governments, to promote the Policy throughout gay, lesbian	Ongoing	Assistance of Bingham Cup Organisation on the "Out on the Field" research project, housing media staff 1

and bisexual communities, within Rugby,
and throughout the wider community.

day a week,
providing
connection to
ARU media
team.



NRL

The NRL has finalised a Diversity and Inclusion policy that is consistent with the key elements of the inclusion framework.

We see the new Diversity and Inclusion policy as a natural extension to our commitment to inclusiveness and illustrates that there is a place in Rugby league for everyone irrespective of race, colour, sexuality, gender, disability or anything else.

In relation to concrete measures, the NRL takes action against any players or officials who breach our position on homophobia and discrimination.

Last week, for example, Souths and New Zealand International, Issac Luke was fined \$10,000 (\$5k suspended) and required to undergo education for making a homophobic comment on social media.

Other, mainly lower grade players, were also penalised last year for similar offences.

We also have Education officers visiting all clubs to outline our policies and, naturally, our stance against homophobia is included in these programs.



Cricket Australia

- The development of the A Sport For All resource which has a key focus on tackling homophobia. The resource will be released in June and delivered via 100 training workshops for cricket clubs and associations across Australia. Workshops will also be run for Australian Cricket's workforce and elite talent squads.
- The development of Australian Cricket's diversity and inclusion policy. The policy is underpinned by the tenets of the Anti-Homophobia and Inclusion Framework.
- CA supported the study into prevalence of homophobia in sport by using our club cricket structure and communication network to recruit respondents.
- PR/activations have been undertaken to raise awareness to support the Framework and anti-homophobia:
 - Mardi Gras Float
 - Anti-Homophobia and Inclusion Framework Ambassadors Darren Lehmann and Alex Blackwell
 - Support of the Play By The Rules Campaign, including CSA's featuring Mitchell Johnson and Ryan Harris
- We are soon to continue the work from the Anti-Homophobia Framework by supporting the establishment of the Pride In Sport benchmarking project.