



## United States Australian Football League

A 501(C)3 Not-For-Profit Organization

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# U.S. Australian Football League Policy

**Policy Document:** Anti-Harassment and Discrimination Policy  
**Approved by:** [Executive Board]  
**Effective Date:** 07/24/2025  
**Drafted by:** Zach Aaron

**Purpose:** To establish clear policy, communication, and requirements for USAFL member clubs and player participants and associated individuals.

**Policy Statement:** The USAFL is committed to the safety and wellbeing of all USAFL members, player participants and associated individuals. As part of this commitment, the USAFL prohibits any form of harassment or discrimination against individuals within its community. The USAFL Anti-Harassment and Discrimination Policy should create an environment that is free of discriminatory harassment of any kind, and ensures effective action and resolution upon the occurrence of misconduct, harassment, and/or abuse.

## A. Definitions:

1. “Discriminatory Harassment” shall be defined as any harassing behavior that concerns, is based on, or is targeted at an individual or group because of race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, gender identity, ancestry, citizenship, military status, veteran status, any other characteristics protected by applicable federal, state, or local laws, **and** has the purpose or effect of creating an intimidating, hostile, or offensive working or sporting environment; unreasonably interferes with an individual’s performance. Examples of discriminatory harassment include, but are not limited to, the following:
  - a. Slurs or innuendos;
  - b. Demeaning jokes or comments;
  - c. Negative stereotyping;

- d. Inappropriate cartoons, pictures, or videos;
- e. Pranks or hazing;
- f. Threats;
- g. Any other derogatory verbal or physical conduct.

## **B. Incident Reporting Procedure:**

### **1. Complaint**

- a. Any person that experiences or observes an incident of discriminatory harassment or misconduct should immediately report the incident through an appropriate channel. Individuals who are found to have observed or had knowledge of and failed to report or who failed to escalate in a timely manner any such incident may be subject to the [USAFL Off-Field Disciplinary Policy](#).
- b. A complaint of Discriminatory Harassment must be officially communicated to the USAFL for any review or assessment proceedings to be commenced. Such complaints must be made either in-person or via email to their respective Club President, Regional VP, or any member of the Executive Board. Specific contact information for USAFL Presidents, Regional VPs, and Executive Board can be found here: <https://aussierulesusa.com/about-usafl/>
- c. Any complaint must include the following information:
  - i. A description of the alleged incident of Discriminatory Harassment or misconduct by a member club, individual, or official of the USAFL, **including** the player, club, or official's name;
  - ii. Name of members or individuals involved in the incident;
  - iii. Information regarding the nature of the alleged breach including a description of the incident circumstances, date, location, and any relevant information including evidence or witness statements;
  - iv. Any other pertinent information useful for the purposes of investigation and assessment.
- d. Any complaints received that do not meet the aforementioned reporting standards may be subject to further clarification by the USAFL prior to investigation and assessment, or alternatively dismissed.

### **2. Notice**

- a. A complaint should be acknowledged by the recipient of the complaint within a reasonable time, generally no later than two weeks from the time it was received. This acknowledgement should be sent to both the filer of the complaint and to the parties accused in the complaint. Acknowledgement should be sent through email, text message, phone call, or any other private means of communication. Acknowledgements should not be made or sent through any public means, such as social media posts, as complaints are held in confidence by the USAFL.
3. False Accusations
  - a. Any individual who, after sufficient investigation, is found to have made false or misleading statements, allegations, or complaints may be subject to the USAFL disciplinary policy, turned over to appropriate legal authorities, or both for further proceedings subject to the discretion of the investigating USAFL Disciplinary Panel.

## **C. Investigation and Disciplinary Procedure**

1. Upon receipt of any formal complaint of discriminatory harassment, the USAFL should investigate, assess, resolve, and enforce disciplinary actions pursuant to the [USAFL Off-Field Disciplinary Policy](#).
2. While the USAFL Executive Committee shall have ultimate discretion regarding the scope, severity and type of disciplinary action, disciplinary actions for discriminatory harassment may generally be more severe than other infractions or breaches of policy.
3. The USAFL shall maintain a record of the member clubs or individuals found to have breached the USAFL Anti-Harassment and Discrimination Policy.
4. Repeated violations of the USAFL Anti-Harassment and Discrimination Policy, specifically, may carry harsher and more severe disciplinary action. For example, a first offense may result in discriminatory harassment training and a suspension of one month, a second offense may result in further training and a six month suspension, and a third offense may result in removal.