



South African Lacrosse Association Anti-Discrimination Policy

Implementation Monitoring Officer: [To be appointed]

Policy Review: Lucas Monareng, President of the South Africa Lacrosse Association

Reviewed and revised: 8th August 2025

Next review: August 2028

Policy Owner: The South African Lacrosse Association Executive Board

1. South African Lacrosse Association Commitment to Equal Opportunities

Lacrosse is proud that it is a diverse, inclusive team sport played equally by men and women and enjoyed by all, and it is our policy to provide equality to all, irrespective of their:

- Age
- Disability
- Gender or gender identity
- Marital or partnership status
- Pregnancy or parental status
- Race, ethnicity, culture, or national origin
- Religion, belief, or conscience
- Sexual orientation
- Language

These are referred to as “protected characteristics” under South African law. SALA also recognises the need for additional effort to promote inclusion for people from historically disadvantaged communities, lower socio-economic backgrounds, and speakers of all South African languages, in line with the spirit of the Republic of South Africa Constitution (1996) and the Promotion of Equality and Prevention of Unfair Discrimination Act, PEPUA (2000).

SALA is committed to gender parity on its Executive Board and will strive to meet or exceed the number of female directors set by the South Africa Sports Commission and Olympic Committee.

SALA is committed to increasing representation from historically underrepresented groups in all levels of the sport.

2. Policy Scope

This policy is aimed at all those actively involved in any aspect of lacrosse activities, and is wholly endorsed by SALA to ensure that all players, coaches, match officials, volunteers, administrators, and spectators involved in SALA activities:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender or gender identity, marital or partnership status, pregnancy or parental status, race, ethnicity, culture, national origin, religion, belief or conscience, sexual orientation or language;
- Be free from intimidation, harassment, victimisation, or abuse.
- Be assured of an environment where their rights, dignity, and worth are respected.
- SALA supports the need for additional effort to provide better protection to individuals from under-represented groups, especially in respect to gender, and lower socio-economic groups;

3. Legal Obligations

SALA is committed to avoid and eliminate unfair discrimination of any kind in lacrosse and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, bullying or victimisation on the grounds of any of the protected characteristics. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

SALA recognises its legal obligations under, and will abide by the requirements of:

- The Constitution of the Republic of South Africa
- The Employment Equity Act
- The Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)
- The Protection from Harassment Act,
- and any later amendments to such legislation or subsequent equality related legislation that may be relevant to SALA.

It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic.

Unfair discrimination in recruitment, employment, membership, team selection, or service provision will not be tolerated.

4. Positive Action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

SALA will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to lacrosse and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it. This includes initiatives to:

- Increase access to lacrosse in rural, township, and under-resourced communities.
- Provide targeted development programmes for women, youth, and people with disabilities.
- Support multilingual communication and coaching resources.

5. Implementation

The SALA Board will oversee policy enforcement and the following steps will be taken to publicise this policy and promote sports equality in lacrosse in South Africa.

- The Board will take full account of the policy in arriving at all decisions in relation to activities of SALA.
- SALA will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in lacrosse in South Africa and will take account of the findings in developing measures to promote and enhance sports equality in lacrosse.
- It will be a condition of SALA membership that member clubs (including Schools, Universities and other affiliations):
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it;
 - take steps to ensure that their Committees, members and volunteers behave in accordance with the policy, including, where appropriate, taking disciplinary action under the Club's constitution;
 - ensure that access to membership is open and inclusive; and
 - support such measures and initiatives that SALA may institute or take part in to support and better promote the aims of this policy.
- It will be a condition of SALA membership that individuals members:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that SALA may institute or take part in to advance the aims of this policy.

6. Monitoring & Accountability

The Board will be accountable for ensuring that this Anti-Discrimination Policy is implemented, followed and reviewed where appropriate. The President of SALA has overall responsibility for the implementation of the policy. The Board will review all SALA activities and initiatives against the aims of the policy on an annual basis, as part of the calendar of responsibilities, and the President will report formally on this issue at the AGM. The Board will review the policy every three years, (or more frequently when necessary due to changes in legislation) and will report any recommendations to the AGM. A member of the Board will be appointed as the 'Equality Champion' and will advocate the equality agenda to the Board, ensuring equality issues are taken into consideration when making decisions. All members, connected participants and staff have responsibility to respect, follow and promote the spirit and intentions of the Anti-Discrimination Policy.

7. Complaints & Compliance

SALA regards all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Anti-Discrimination Policy as unacceptable, and is concerned to ensure that individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the SALA Anti-Discrimination Policy:

- 1) Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member club, individual member or other member of SALA should first complain to the person or the appointed representatives of that organisation.
- 2) If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against SALA itself, the person may raise the matter by writing directly to the Chief Executive requesting a formal Complaints hearing.
- 3) The President will investigate the complaint personally or appoint another Board member to do so. This investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter. The outcome of the investigation will be notified to the parties in writing (via email) and reported to the SALA Board.
- 4) If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, other member, or member club, the Board may impose sanctions on that person or organisation in line with the SALA Constitution and/or Bye Laws. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from SALA membership. In deciding what sanction is appropriate in a particular case, the Board will consider the severity of the matter and take account of any mitigating circumstances.
- 5) Where the violation of the Anti-Discrimination Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed. In

the event that an individual or organisation associated with SALA is subject to allegations of unlawful discrimination in a court or tribunal, the SALA Board and members will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Appendix

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA) 2000, the protected characteristics are defined as their age, disability, gender or gender identity, marital or partnership status, pregnancy or parental status, race, ethnicity, culture, national origin, religion, belief or conscience, sexual orientation or language.

Under PEPUDA, this means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

(Move to Gender Equality) - Pregnancy Participation Guidelines

Participation during pregnancy is at the player's discretion and risk, with the following recommendations:

- Consult a qualified medical practitioner before participating.
- Follow medical advice throughout pregnancy.
- Ensure adequate insurance cover.
- By participating, the player accepts all inherent risks to themselves and the unborn child.

APPENDIX 2 - PREGNANCY GUIDELINES

Participating in lacrosse when pregnant - Guidelines

Women are increasingly seeking to continue their participation in sports, such as lacrosse, throughout their pregnancy. Accordingly, these pregnancy guidelines are just that, guidelines to provide information and guidance for all those participating in lacrosse at club level up to international level (including, in particular, players, officials, bench officials and team officials).

SALA is committed to providing a safe and enjoyable environment for all who participate in lacrosse at club, county, national and international events, including those who are pregnant.

Current research suggests that a moderate amount of exercise during pregnancy can have beneficial effects. However, lacrosse is a physically demanding game which requires a high level of agility. It also involves a high degree of contact and carries an inherent risk of accident and injury, both to the participant and the unborn child. Accordingly, participation in lacrosse during pregnancy is entirely at the risk of the participant herself.

Whilst the decision as to whether or not to participate rests solely with the relevant participant, the following advice is given:

(a) SALA strongly recommends that the participant:

(i) Consults with their own appropriately qualified medical practitioner to inform them, on a voluntary basis, of their pregnancy and to obtain individual and specific professional medical advice before participating in lacrosse (both during and following pregnancy), in particular regarding the risks of such participation.

(ii) Acts in accordance with the medical advice received.

(iii) Attends regular check-ups with their medical practitioner throughout and following their pregnancy regarding their participation in lacrosse, adjusting participation accordingly.

(b) The participant will be responsible for ensuring she has appropriate insurance cover for participating in lacrosse during and following pregnancy.

(c) By participating when pregnant, the participant will be deemed to have consented to any risks (including any risk of injury to the participant and/or the unborn child) that may arise from such participation. Aside from liability for death or personal injury resulting from negligence, the participant will also be deemed to have waived any and all claims, causes and rights of action against SALA, national associations, event organisers, players and match officials, whether at law or in equity, of whatever nature and in any jurisdiction or forum, that she and/or her unborn child may have as a result of such participation.