



Australian  
Human Rights  
Commission

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# Gender equality in golf: federal guidelines



RCA

The letters "RCA" are rendered in a large, dark blue, serif font. The letter "A" has a small, light blue circle above its rightmost vertical stroke.

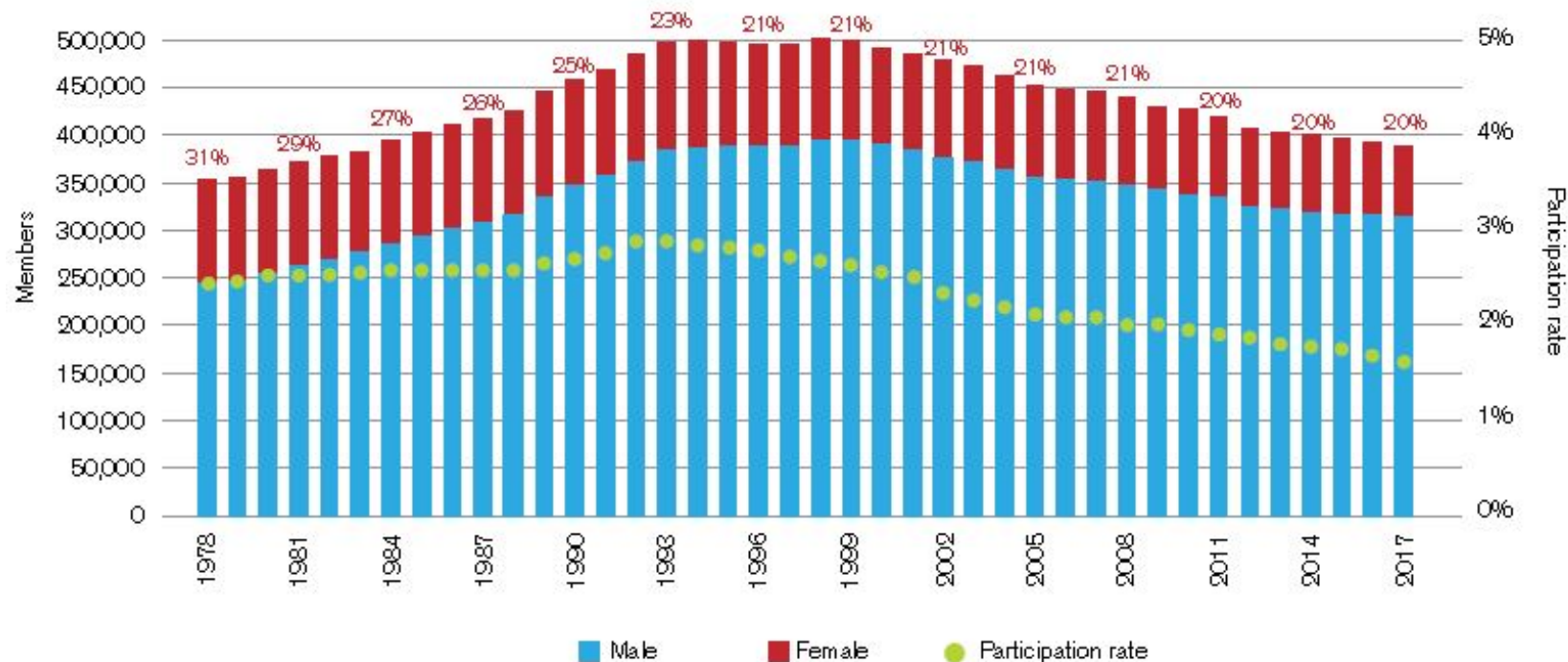
# The Australian Human Rights Commission

- Independent statutory agency (federal)
- Role is to promote and protect human rights in Australia by:
  - Making human rights values part of everyday life
  - Empowering individuals
  - Working with businesses, communities and governments
- Policy and complaint handling functions



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Infographics  
sourced from the  
Golf Australia 2017  
Participation  
Report



56yrs




64yrs

Average age of male and female members is 56.1 years and 64.1 years respectively

## TOTAL CLUB MEMBERS


 389,672


 1.1% decline from 2016

 Average annual decline 0.7% over past 5 years

## SOCIAL CLUB MEMBERS

 22,298 members across 321 clubs

 5% of members

 3.3% increase from 2016

# Gender equality in golf: **federal guidelines**

- Purpose:
  - 1) To encourage clubs to adopt a 'best practice' approach to create a more inclusive environment.
  - 2) Outline the relevant anti-discrimination law that clubs must comply with.
- Focusses on the federal *Sex Discrimination Act 1984* (Cth), with references to state and territory legislation.
- Does not constitute legal advice, but does provide a number of case scenarios and applies fact to law.

# What does the law say? **The *Sex Discrimination Act 1984 (Cth)***

- It is against the law for clubs to treat someone unfairly because of their sex.
- Both direct and indirect discrimination is unlawful.
- Discrimination is prohibited in clubs and in the provision of goods and services.
- A club can be liable for the discriminatory conduct of people acting on its behalf.
- A person who discriminates against someone can be held personally liable for that conduct.

# What does the law say : **exemptions**

- Competitive sport exemption: allows for discrimination on the ground of sex in 'any competitive sporting activity in which the strength, stamina or physique of competitors is relevant'.
- Special measures: allows for discriminatory actions to be taken to achieve substantive equality between men and women eg. policies, targeted recruitment, quotas.



# Common issues: **Sex discrimination & golf**



- Membership categories
- Access to the course
- Booking systems
- Governance
- Women's committees
- Single-sex competitions



# Questions?