Equal Treatment and Match Integrity Policy

Girls And Women in Football
Proposed Policy Framework for Football Victoria and Affiliated Clubs

September 2026

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Policy Position

A girls' or women's fixture is not a lesser booking, a flexible booking or the match that can be moved when a boys' or men's team wants the field. Once a sanctioned fixture begins, it has protected priority on its allocated playing surface until it is completed or lawfully abandoned. That protection must apply equally, regardless of sex, age group, competition profile, crowd size or perceived commercial value.

This policy converts that principle into mandatory match-day rules, independent review, enforceable remedies and meaningful sanctions. It is designed for immediate adoption by Football Victoria and incorporation into affiliation agreements, competition regulations, venue-use agreements and match-official instructions.

Executive Decision

Football Victoria should adopt this policy immediately and issue an interim competition directive before the next round of fixtures. The directive must state that a commenced match cannot be stopped, displaced or moved to accommodate another scheduled match. Any exception must be based on a genuine emergency, safety failure or lawful direction, and never on the sex of the teams or an assumption that a boys' fixture is more important.

The policy is prompted by the treatment publicly described by Boroondara Eagles FC following its Under 12 Girls fixture at Caloola Reserve on 12 July 2026. According to the club's public statement, the competitive girls' match was stopped at half time so an Under 11 Boys fixture could use the original field. After a reported delay of about 40 minutes, the girls were directed to a materially different, waterlogged and unsafe field, and the match was abandoned. The club reported that a young female coach left in tears and that players and families were left questioning why the girls' points match did not receive equal protection.

The publicly reported event exposes a regulatory failure that a replay alone cannot cure. The answer is a rule structure that prevents unequal displacement at the point of decision, preserves evidence, repairs the competitive harm and makes repetition costly to excuse.

Required Outcomes

- Equal status and protection for girls' and women's fixtures.
- A strict prohibition on displacing a commenced fixture for a later fixture.

- Clear control of the field by the appointed match official once the match has commenced.
- No relocation to a surface that is unsafe, materially inferior or competition-altering.
- Fast reporting, independent investigation and written reasons.
- Remedies that do not punish the team subjected to the unfair treatment.
- Sanctions strong enough to change behaviour, including loss of hosting rights, points penalties and financial consequences.
- Public accountability through annual gender-equity and fixture-disruption reporting.

1 Purpose

The purpose of this policy is to prevent girls' and women's football from being treated as secondary in match scheduling, field allocation, facility quality, officiating or incident management. It protects both equality and sporting integrity by ensuring that every fixture receives the field, time, safety standards and institutional respect promised when the competition was scheduled.

The policy also establishes a positive prevention system. Football bodies must not wait for discrimination to become public before acting. They must identify predictable risks, allocate responsibility in advance, train decision-makers and monitor outcomes by sex and competition category.

2 Scope and Application

This policy applies to Football Victoria, competition administrators, affiliated clubs, venue owners and managers, municipal councils where incorporated through a lease or allocation agreement, match officials, ground marshals, coaches, team managers, volunteers, contractors and any person exercising authority over a sanctioned fixture.

It applies to all sanctioned competitions, practice matches, tournaments and cup fixtures involving girls or women, including junior and community competitions. The match-day provisions apply from the time teams arrive for the fixture until the venue has been vacated after the match.

3 Governing Principles

Equal sporting status. A fixture involving girls or women has the same organisational status and entitlement to protection as an equivalent fixture involving boys or men.

Protection of commenced play. A match that has begun has priority over every later booking on that field unless a genuine emergency or safety condition requires suspension or abandonment.

Safety without double standards. Safety cannot be invoked to move girls onto a worse surface while preserving a safer surface for boys or men.

Integrity of competition. Venue decisions must not materially alter field dimensions, surface condition, recovery time, officiating conditions or the competitive balance after play begins.

Child-Centred action. In junior football, the wellbeing, dignity and voice of players must take priority over convenience, timetables, reputational management or administrative embarrassment.

Accountability with reasons. Every exceptional match interruption or relocation must be recorded, justified and reviewable.

No retaliation. Players, coaches, families, officials and clubs must be free to report unequal treatment without penalty, intimidation or adverse selection.

Legal and Regulatory Foundation

The policy gives practical effect to existing obligations rather than inventing a new courtesy. Under the Equal Opportunity Act 2010 (Vic), sex is a protected attribute; discriminatory motive is irrelevant; discrimination can occur through an act or an omission; and persons with duties under the Act must take reasonable and proportionate measures to eliminate discrimination as far as possible. Section 71 prohibits discrimination by excluding a person from participating in a sporting activity. Critically for an Under 12 fixture, section 72(3) provides that the principal competitive-sport exceptions in section 72 do not apply to sporting activity for children under 12.

Football Victoria's 2026 Community Competitions Rules already require clubs to provide a safe environment and clean, fit-for-purpose facilities. Those Rules provide that only the match official or Football Victoria may abandon a fixture. They allow a match official to shorten halves to protect safety or avoid delay to a later fixture only before the fixture commences. The present gap is the absence of an express rule that protects a match already underway from being displaced. This policy closes that gap.

Human Rights Potentially Engaged

The reported conduct potentially engaged the human rights and statutory protections set out below. Whether a legal contravention occurred depends on the complete evidence, the identity and legal status of each decision-maker, and the application of any lawful exception. This policy requires those questions to be examined directly; describing the event as a match-day operational issue is not a substitute for a rights-based assessment.

Right Or Protection and Source	How The Reported Conduct May Engage It	Policy Response
Equality And Freedom from Sex Discrimination Charter of Human Rights and Responsibilities Act 2006 (Vic), section 8; Equal Opportunity Act 2010 (Vic), sections 6 to 11; Sex Discrimination Act 1984 (Cth), section 5	Removing a commenced girls' fixture so that a boys' fixture could use the field may constitute less favourable treatment because of sex. It may also deny girls equal enjoyment and effective protection of their rights where a public authority is involved.	Sections 3, 5, 8, 9, 12 and 14 prohibit sex-based priority, protect the commenced fixture, require equal facilities, create a rebuttable presumption of unequal treatment and impose corrective remedies and sanctions.
Equal Access to Sporting Services And Facilities Equal Opportunity Act 2010 (Vic), section 44; Sex Discrimination Act 1984 (Cth), section 22	Stopping the girls' match and directing the team to a substantially different, waterlogged or unsafe field, while the boys' fixture received the original field, may amount to discriminatory terms, conditions or manner of providing sporting services or facilities.	Sections 7 and 9 require any alternative field to be safe and materially equivalent and prevent a lower facility standard being applied to girls and women.
Equal Participation in Sport Equal Opportunity Act 2010 (Vic), section 71, subject to section 72; Convention on the Elimination of All Forms of Discrimination against Women, article 13(c)	Preventing or materially obstructing the girls from completing their competitive fixture, while enabling the boys' fixture to proceed, may impair equal participation in sport. The sporting exceptions concern defined participation restrictions; they do not create a general licence to treat a girls' fixture as secondary.	Sections 5, 6 and 8 give a commenced fixture protected priority regardless of sex, age, status, attendance or revenue and place disruption on the later fixture.

Right Or Protection and Source	How The Reported Conduct May Engage It	Policy Response
Children's Best Interests And Protection Without Discrimination Charter of Human Rights and Responsibilities Act 2006 (Vic), section 17(2); Convention on the Rights of the Child, articles 2 and 3	Requiring children to wait for an extended period and then directing them towards a waterlogged or unsafe surface may fail to give primary weight to their safety, welfare and best interests. Giving preference to boys may also engage the requirement that children receive protection without discrimination.	Sections 7, 9 and 10 require an inspected safe field, consistent safety standards, age-appropriate explanations, welfare support and a child-centred response.
Children's Right To Be Heard Convention on the Rights of the Child, article 12	A decision that substantially affects young players should provide a genuine, age-appropriate opportunity for their views to be heard and given due weight. Directing a junior team to relocate or face abandonment without a suitable process may engage this right.	Sections 7.3, 10.2, 10.4, 12 and 13 require supported consultation, appropriate investigation methods and consideration of player welfare before relocation or replay decisions.
Right To Play And Recreation Convention on the Rights of the Child, article 31	Unjustifiably interrupting and displacing a junior girls' match may interfere with the children's practical enjoyment of play and recreational activity, particularly when their organised sport is treated as less important than a boys' fixture.	Sections 5, 8, 13 and 18 protect participation at the point of decision, prevent the affected team bearing replay costs or ladder harm, and require public monitoring of unequal disruption patterns.

Mandatory Assessment. Every investigation under sections 11 and 12 must identify which of these rights and protections were engaged, record the evidence considered, address any claimed exception, and state a reasoned conclusion for each relevant right.

4 Definitions

4.1 Commenced Fixture means a fixture from the opening whistle until full time or a formal abandonment decision by the appointed match official or Football Victoria.

4.2 Displacement means stopping, suspending, shortening, delaying or relocating a fixture in order to make its allocated field or time available to another team or fixture.

4.3 Equivalent Alternative Field means a field that has been inspected and found to be safe and materially equivalent in dimensions, surface quality, drainage, markings, goals, lighting, technical areas, spectator separation and access to amenities.

4.4 Genuine Emergency means an immediate and substantial threat to health, safety or property; a serious medical event; a direction from police, emergency services or the venue owner based on such a threat; or a facility failure that makes continued play unsafe or impossible.

4.5 Protected Fixture means every sanctioned fixture to which this policy applies, irrespective of the players' sex, age, division, ladder position, commercial value or anticipated attendance.

4.6 Serious Breach includes intentional displacement, directing players to an unsafe or materially inferior field, sex-based priority, falsifying or omitting incident records, retaliation, or a repeat breach within three years.

5 Non-Displacement Rule

5.1 A Commenced Fixture must not be displaced to accommodate a fixture scheduled to begin later, whether or not the later fixture involves an older age group, a boys' or men's team, a higher division, a larger audience or greater revenue.

5.2 Scheduling pressure, venue congestion, late-running matches, convenience, custom, coach preference and perceived prestige are not emergencies and do not justify displacement.

5.3 A host club or venue manager must resolve double bookings and timetable conflicts by delaying, relocating or rescheduling the fixture that has not yet commenced. The fixture already in play retains the original field.

5.4 No person may direct or pressure a match official, coach or team manager to remove a girls' or women's team from a field for the benefit of a boys' or men's team.

5.5 Any instruction inconsistent with this section is invalid under this policy and must be reported to Football Victoria within 24 hours.

6 Match Day Authority

6.1 From the opening whistle, the appointed match official controls the continuation, suspension and abandonment of the fixture in accordance with the Laws of the Game and Football Victoria competition rules.

6.2 A club official, venue manager, ground marshal, coach or representative of another team cannot terminate or relocate a commenced fixture. A venue manager may require evacuation only where a Genuine Emergency or lawful direction affects the venue.

6.3 A match official must not approve displacement for scheduling convenience. If approached, the official must refuse, record the identity and role of the person making the request, and include the request in the match report.

6.4 Where conditions become unsafe, the match official may suspend or abandon the match. The safety decision must apply consistently to every team and field affected by the same conditions.

7 Relocation Standard

7.1 A commenced fixture may be relocated only when continued use of the original field is unsafe or impossible and relocation is reasonably necessary to allow the same fixture to continue.

7.2 Before relocation, the match official must inspect the alternative field and complete the equivalent-field checklist. Waterlogging, standing water, unstable footing, unmarked hazards, materially different dimensions, inadequate goals, poor visibility or deficient access to first aid disqualify the field.

7.3 Relocation requires the informed agreement of both teams' authorised representatives and the match official. For players under 18, each team representative must consider player welfare and may consult the players without placing responsibility for the decision on children.

7.4 A refusal to move to an unsafe or materially inferior field is not a forfeit, misconduct or failure to participate.

7.5 If no Equivalent Alternative Field is available, the match official must suspend or abandon the fixture and report the circumstances. The non-offending team must not lose points or incur replay costs because of the host's venue failure.

8 Scheduling and Field Allocation

8.1 Host clubs must issue a written field allocation schedule before match day and identify a responsible venue controller who has completed required equality and match-integrity training.

8.2 The minimum changeover period between fixtures on the same field must be sufficient for full playing time, permitted half-time, reasonable stoppages and safe entry and exit. Football Victoria should prescribe a minimum 20-minute operational buffer at multi-fixture venues.

8.3 When a delay threatens a later fixture, the order of priority is: first, protect the commenced fixture; second, use an available equivalent field; third, delay the later fixture; fourth, relocate the later fixture; and fifth, reschedule the later fixture.

8.4 Allocation criteria must be written, sex-neutral and auditable. “Boys first”, “senior men first” or informal historical priority cannot be used.

8.5 Season scheduling must distribute preferred fields and times fairly. Clubs must review allocation data at least twice each season to identify patterns of disadvantage affecting girls and women.

9 Safety and Facility Equality

9.1 Girls and women must receive playing surfaces, change facilities, lighting, technical areas, first aid access and amenities that meet the same applicable competition and safety standards as those provided to boys and men.

9.2 A field considered unsuitable for a boys’ or men’s fixture must not be treated as acceptable for a girls’ or women’s fixture of the same facility class.

9.3 The host club must inspect every allocated field before the first fixture and after significant weather. Defects must be photographed, recorded and acted upon before teams are directed onto the field.

9.4 Where a venue has fields of materially different quality, allocation must rotate fairly unless objective competition requirements justify a difference. Reasons must be documented.

10 Child Centred Response

10.1 Adults must not argue over field status in front of children, blame players for delays, or pressure children to continue on a surface their coach or match official reasonably considers unsafe.

10.2 When a junior fixture is substantially interrupted, each team must be given a clear age-appropriate explanation, access to water and shelter, and a reasonable opportunity to contact parents or guardians.

10.3 The incident report must record any distress, injury, unsafe condition or departure of a child or young coach. Football Victoria must offer a welfare contact to affected teams following a Serious Breach.

10.4 Children are not to be interviewed for an investigation without appropriate consent, support and a method suited to their age and maturity.

11 Immediate Reporting

11.1 The match official and host club must each submit an independent incident report within 24 hours of any displacement request, relocation, delay exceeding 15 minutes after commencement, safety-based suspension or abandonment.

11.2 The report must identify the decision-maker, reasons, time of each event, field condition, persons consulted, objections raised, photographs or video available, effect on the fixture and any impact on players or staff.

11.3 Each team may submit its own report and supporting material. A report by one club must not be withheld from assessment because the other club or the match official failed to report.

11.4 Failure to make a required report, or creation of a misleading report, is a separate disciplinary breach.

12 Independent Assessment and Timeframes

12.1 Football Victoria must appoint an Equality and Match Integrity Officer who is independent of the competition operations decision under review.

12.2 Within two business days, the Officer must preserve relevant fixture data, match reports, communications, venue bookings, photographs and available video, and notify affected clubs of the issues being examined.

12.3 A preliminary written assessment and any interim protection must be issued within five business days. A final decision with findings, reasons, remedies and sanctions must be issued within 15 business days unless exceptional circumstances are explained in writing.

12.4 Where a girls' or women's fixture was displaced for a boys' or men's fixture, a rebuttable presumption of unequal treatment applies. The person or organisation responsible must produce objective evidence of a Genuine Emergency or other lawful, non-discriminatory necessity.

12.5 Calling an incident "match-day operations" does not answer whether unequal treatment occurred. Operational failure is the subject of the inquiry, not a defence to it.

13 Remedies

13.1 A remedy must restore the affected team as nearly as possible to the position it would have occupied had the breach not occurred and must not transfer the burden of correction to the girls or women affected.

13.2 Available remedies include reinstatement of points or result; award of a result against an offending team where authorised; reimbursement of travel, officiating and venue expenses; payment of reasonable replay costs by the responsible club; restoration of player eligibility; a written acknowledgment; welfare support; and corrective venue allocation.

13.3 A replay must not be the automatic response. For a junior girls' fixture, a replay may occur only after consulting the affected club and considering player welfare, school and family commitments, travel, cost, competitive fairness and whether the responsible party would benefit from replaying the match.

13.4 The non-offending club must not be fined, charged a replay fee, recorded as forfeiting, or disadvantaged on the ladder for refusing an unsafe field or declining an unreasonable replay arrangement.

14 Sanctions

14.1 Unauthorised displacement is a Major Competition Breach. Sex-based displacement, unsafe relocation, retaliation or deliberate concealment is a Serious Breach.

14.2 For a Major Competition Breach, the disciplinary body must impose at least two of the following unless written reasons justify a different outcome: loss of hosting rights; mandatory independent match supervision at the club's cost; financial penalty; competition points deduction; reimbursement order; compulsory training; or a formal compliance direction.

14.3 For a Serious Breach, sanctions should include loss of hosting rights for not less than two home rounds, a competition points penalty where legally and constitutionally available, full reimbursement of the affected club's reasonable costs, and suspension of the responsible official from match-day authority pending training and review.

14.4 A second Major or Serious Breach within three years triggers an independent club compliance audit and consideration of season-long loss of hosting rights, increased financial penalties, suspension of affiliation privileges and referral to the relevant venue owner or funding body.

14.5 Football Victoria must not reduce a sanction merely because the affected players are young, the match was community-level, no physical injury occurred or the responsible person claims there was no discriminatory intent.

15 Protection from Retaliation

15.1 No person or club may threaten, intimidate, ridicule, exclude, deselect, disadvantage or bring a bad-faith complaint against anyone because they reported, witnessed or supported a concern under this policy.

15.2 Retaliation is a Serious Breach and may be established independently of the original complaint.

15.3 Football Victoria must provide a confidential reporting channel that can be used by a child's parent or guardian, a coach, official, volunteer, witness or club without first reporting through the host club.

16 Governance and Responsibilities

Football Victoria Must

- Incorporate this policy into the Rules of Competition, affiliation conditions, match-official instructions and relevant disciplinary instruments.
- Appoint an Equality and Match Integrity Officer and publish the reporting pathway.
- Maintain a central incident register and analyse outcomes by sex, age, competition, venue and club.
- Provide clubs and councils with a standard field-allocation template and equivalent-field checklist.
- Audit repeat-risk venues and clubs, and publish de-identified annual compliance results.

Affiliated Clubs Must

- Adopt the policy as a condition of affiliation and brief every match-day decision-maker before the season.
- Publish field allocations, nominate a trained venue controller and preserve booking records.
- Ensure girls' and women's teams receive equal access to safe and competition-compliant facilities.
- Report incidents accurately and cooperate with evidence preservation and investigation.
- Implement corrective directions within the required timeframe.

Match Officials Must

- Protect a commenced fixture from unauthorised displacement.
- Make independent safety decisions and refuse pressure based on a later booking.
- Inspect any proposed alternative field and document the decision.
- Report every displacement request, substantial delay, relocation or abandonment.

Venue Owners and Councils Should

- Make compliance a condition of leases, licences, grants and seasonal allocations.
- Use gender-equitable allocation criteria and audit actual use, not merely published bookings.

- Require corrective action where clubs repeatedly provide inferior fields or times to girls and women.
- Cooperate with Football Victoria investigations and consider allocation consequences for Serious Breaches.

17 Training

17.1 Before exercising match-day authority, venue controllers, ground marshals, club presidents, competition managers and match officials must complete annual training on equal treatment, field priority, safe relocation, child-centred communication, evidence preservation and retaliation.

17.2 Training must use realistic scenarios, including a girls' fixture running late before a boys' fixture, an instruction from a venue manager, a waterlogged alternative field and pressure to classify unequal treatment as ordinary operations.

17.3 A person who has not completed the training must not act as the sole venue controller for a multi-field competition day.

18 Transparency and Performance Measures

18.1 Football Victoria must publish an annual de-identified report recording the number and nature of fixture disruptions, affected competition categories, investigation timeframes, findings, remedies, sanctions and repeat breaches.

18.2 The following minimum measures must be tracked: percentage of clubs with trained venue controllers; field and preferred-time allocation by sex; disruptions and relocations by sex; average investigation time; percentage of affected teams receiving a remedy; and repeat-breach rate.

18.3 The target is zero unauthorised displacement, zero relocation to an unsafe or materially inferior field, 100 per cent reporting within 24 hours and 100 per cent final decisions within 15 business days unless exceptional reasons are published.

19 Implementation

1. Within 14 days: issue an interim directive prohibiting displacement of commenced fixtures and distribute it to every affiliated club, referee branch and competition administrator.
2. Within 30 days: establish the reporting form, confidential channel, equivalent-field checklist and evidence-preservation protocol.
3. Within 60 days: amend the Rules of Competition and disciplinary instruments; incorporate obligations into club affiliation and venue agreements.
4. Within 90 days: complete priority training for competition staff, referees, club presidents and venue controllers.
5. Before the next season: audit multi-field scheduling, require operational buffers and publish baseline allocation data.
6. After 12 months: commission an independent review with direct participation by girls, women, coaches, referees and affected clubs.

20 Proposed Rules of Competition Amendment

The following provisions should be inserted into the Football Victoria Rules of Competition as mandatory rules, with consequential amendments to disciplinary and appeal instruments.

20.1 Equal Status. Every Competition Fixture has equal status and protection under these Rules. A Club, Club Associate, venue controller or Match Official must not give priority to a

fixture because it involves male players or disadvantage a fixture because it involves female players.

20.2 Protected Commenced Fixture. After the opening whistle, a Competition Fixture has exclusive priority over its allocated Field of Play until full time or abandonment by the Match Official or Football Victoria. It must not be stopped, shortened, delayed or relocated to accommodate another fixture.

20.3 Emergency Exception. Rule 20.2 does not prevent suspension, relocation or abandonment required by a Genuine Emergency or unsafe playing condition. Scheduling pressure, a later booking, competition status, crowd size and commercial value are not emergencies.

20.4 Later Fixture Bears The Disruption. If two fixtures conflict, the fixture that has not commenced must be delayed, relocated or rescheduled. The commenced fixture remains on the allocated field.

20.5 Equivalent Field. A commenced fixture may move only where the original field is unsafe or unusable, the Match Official confirms the alternative is safe and materially equivalent, and both teams agree. Refusal of an unsafe or materially inferior field is not a forfeit or misconduct.

20.6 Reporting. The Match Official and host Club must report every displacement request, relocation, delay exceeding 15 minutes after commencement, safety suspension or abandonment within 24 hours.

20.7 Presumption. Displacement of a girls' or women's fixture for a boys' or men's fixture creates a rebuttable presumption of unequal treatment for the purpose of competition discipline. The responsible party bears the evidentiary burden of establishing a genuine, objective and non-discriminatory necessity.

20.8 Remedy. The affected team must not lose points, incur replay costs or be recorded as forfeiting because it refused an unsafe field or was subjected to an unauthorised displacement. Football Victoria may award costs, adjust competition outcomes and impose corrective allocations.

20.9 Sanction. A breach of Rules 20.1 to 20.8 is a **Major Competition Breach**. A sex-based, unsafe, retaliatory, concealed or repeated breach is a Serious Breach and attracts loss of hosting rights and any additional disciplinary orders available under the governing regulations.

21 Application to the Reported Caloola Reserve Scenario

If this policy had been operating as reported, the Under 12 Girls fixture would have retained the original field. The later Under 11 Boys fixture - not the commenced girls' points match - would have been delayed, relocated or rescheduled. No authorised person could have moved the girls merely to preserve the boys' starting time.

A waterlogged alternative field would have failed the equivalent-field and safety tests. Refusing it would not have exposed the girls' team to a forfeit or misconduct allegation. The displacement request, delay and abandonment would each have triggered 24-hour reporting, independent review, a presumption requiring objective explanation, remedies for the affected club and disciplinary consideration for those responsible.

That is the essential reform: equal treatment must operate at the moment the decision is made, not weeks later through a replay that leaves the original humiliation, safety failure and message of lesser worth untouched.

22 Review and Authority

22.1 This policy should be reviewed after 12 months and every two years thereafter, or sooner following a Serious Breach, legislative change or evidence of systemic inequality.

22.2 Nothing in this policy limits rights or duties under Victorian or Commonwealth law, the Laws of the Game, child-safety obligations, Football Victoria regulations or venue safety requirements. Where standards differ, the requirement providing the stronger protection against discrimination, unsafe play or retaliation should be applied to the extent legally permissible.

References

1. Boroondara Eagles FC, Public Statement, Our Girls Deserve Better, 4 September 2026
2. Equal Opportunity Act 2010 (Vic), authorised version incorporating amendments as at 15 April 2026, particularly sections 3, 6 to 11, 15, 44, 71 and 72
3. Football Victoria, 2026 Community Competitions Rules of Competition, particularly rules 1.14, 3.1, 4.1 and 4.2
4. Sport and Recreation Victoria, Fair Access Policy Principles and Fair Access Policy Roadmap
5. Sport and Recreation Victoria, Member Protection and Victorian Fair Play Code resources
6. Sport and Recreation Victoria, Safeguarding Children and Victorian Child Safe Standards resources
7. Charter of Human Rights and Responsibilities Act 2006 (Vic), particularly sections 8, 17 and 38
8. Sex Discrimination Act 1984 (Cth), particularly sections 5, 22, 42 and 47A
9. Convention on the Rights of the Child, particularly articles 2, 3, 12 and 31
10. Convention on the Elimination of All Forms of Discrimination against Women, particularly article 13(c)