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## The AESA's Anti-Discrimination Policy

- The Australian Esports Association is dedicated to fostering inclusive, harassment-free gaming and has zero tolerance for forms of bullying, discriminating, and threatening behaviour.
- Recent events highlight the continuing need for a safe, fair and inclusive environment in esports and gaming at large.
- In a milestone for Australian esports the Australian Esports Association has published the first revision of the Anti-Discrimination policy to provide guiding principals in addressing all forms of discrimination and harassment in Australian esports.

Recent events have highlighted the need to stand together against all forms of online harassment as a community. The Australian Esports Association (AESA) does not tolerate any situation involving any person being targeted and subjected to defamation, harassment or bullying. This type of behaviour is unwelcomed in Australian esports. The AESA reminds the community at this time of the values of integrity and respect which are the rights of all involved within the esports community regardless of their age, race, gender, ability, cultural background, sexuality or religion.

The AESA does not tolerate behaviour that is discriminatory, abusive, bullying, an invasion of privacy, or that negatively impacts on esports participants. Such behaviours are harmful to the individual and to the integrity of esports. The gaming and esports community must work together to ensure a safe, fair and inclusive environment for all.

The AESA is pleased to introduce our Anti-Discrimination policy, backed by a clear framework of governance and policies that all individuals and organisations in Australian esports can adhere to.

The AESA is dedicated to fostering inclusive, harassment-free gaming and has zero-tolerance for all forms of bullying, discriminating, and threatening behaviour. Such behaviours are harmful to the individual and to the integrity of esports.

Esports is an important part of life for many people. It can help us to engage, pursue and develop our talents, and has significant benefits. However, discrimination and harassment can affect some people's enjoyment of esports and prevent them from participating.

We have developed the Anti-Discrimination policy to provide a framework for the esports community to ensure a safe, fair and inclusive esports environment. It provides practical guidance and education about promoting an inclusive environment, being proactive in preventing discrimination and harassment, and responding appropriately if it occurs.

It is a right of all individuals in our community to feel safe in their interactions with one another and the public.

It is the responsibility of all individuals and organisations to contribute in building a safe environment in sports for all to enjoy.





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We recognise the need for an Anti-Discrimination Policy, which provides best practice guidelines to turn to for support, policy, advice and, as required.

We join the campaign to raise awareness and stand together with the broader community through the hashtag: #stopbullyingnow

The Australian Esports Association stands together with the New Zealand Esports Federation and the wider community in standing against all forms of online harassment and for growing awareness of the issue.

To support the development of our code and policies we have enabled a public consultation process and welcome feedback from the community to ensure best practice and ongoing development. All are welcome to submit any proposed revisions or amendments. Every quarter at the AESA executive committee meeting all submissions will be tabled for review.

The Australian Esports Association was established five years ago in 2013 with the mission of supporting and driving the development of a sustainable and thriving esports industry in Australia. At the core of our values are the practice of good governance, integrity, fair play, and social responsibility among its members and industry. Our board of directors consists of members from both within and outside of esports and seek to develop best practice in every aspect of what we do.

Follow the Australian Esports Association at our Facebook page: [www.facebook.com/australiansports](http://www.facebook.com/australiansports) or our Twitter page: [www.twitter.com/aesa\\_info](http://www.twitter.com/aesa_info)

If you would like to discuss, make a submission for an amendment to or have any queries about the AESA's Anti-Discrimination policy please contact: [info@aesa.org.au](mailto:info@aesa.org.au)

With attention to:

The Australian Esports Association

Subject: AESA Anti-Discrimination Policy

