



MEMBER PROTECTION POLICY

POLICY

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MEMBER PROTECTION POLICY

1. Introduction

At the Finley Football Netball Club, we strive to provide a supportive environment where each person can reach their full potential. We aim to be a superior performer across all grades of both football and netball, a focus for our whole community and to have fun doing it.

2. Purpose of Our Policy

The main objective of the FFNC Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our club's activities.

3. Who Our Policy Applies To

This policy applies to everyone involved in the activities of our club whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, sport trainers and others;
- referees, umpires and other officials;
- members, including any life members; and
- parents

4. Extent of Our Policy

Our policy covers all matters related to the FFNC and its activities. The policy applies to unfair selection decisions and actions, breaches of our code of behaviour at training sessions, during games, in the club rooms, at social events organised by the club, and on away trips. It also covers any behaviour where that behaviour brings our club or into disrepute or there is suspicion of harm towards a child or young person.

5. Club Responsibilities

We will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate manner;

- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12-18 months

6. Individual Responsibilities

Everyone associated with our club must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- consent to the screening requirements set out in this policy
- treat other people with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

7. Protection of Children

- 7.1 The FFNC is committed to the safety and wellbeing of children and young people who participate in our club's activities. We support the rights of the child and will act at all times to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants. The FFNC will ensure we take all reasonable steps to ensure that the most suitable and appropriate people work with children.
- 7.2 Any person involved in the instruction, leadership, management and/or coaching of any member under the age of 18 will be required to undergo a DCSI Child Related Work Screening and mandated reporting training.
- 7.3 The FFNC will ensure that Working with Children Checks and criminal history assessments are conducted for all volunteers working with children, where an assessment is required by law. If a criminal history report is obtained as part of the screening process, the FFNC will ensure that the criminal history information is dealt with confidentially and in accordance with relevant legal requirements.
- 7.4 The FFNC will ensure that all volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable ground that a child has been, or is being, abused or neglected (See Attachment 4).

In addition to any legal obligations, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child or is in breach of this policy, they may make an internal complaint.

Any person who believes a child is in immediate danger or in a life-threatening situation, should contact the police immediately.

8. Discrimination, Harassment and Bullying

Our club is committed to providing an environment in which people are treated fairly, equally and free from all forms of discrimination, harassment and bullying.

8.1 Discrimination

Unlawful discrimination involves the less favourable treatment of a person based on one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purpose of determining discrimination, the offender's awareness and motive are irrelevant.

8.2 Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment involves unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti-discrimination laws.

The following is a list of all the personal characteristics that apply throughout Australia:

- gender;
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration;
- national extraction or social origin;
- marital status, relationship status, identity of spouse or domestic partner;
- pregnancy, potential pregnancy, breastfeeding;
- family or carer responsibilities, status as a parent or carer;
- age;
- religion, religious beliefs or activities;
- political beliefs or activities;
- lawful sexual activity;
- sexual orientation and gender identity;
- profession, trade, occupation or calling;
- irrelevant criminal record, spent convictions;
- irrelevant medical record;
- member of association or organisation of employees or employers, industrial activity, trade union activity;
- physical features;
- disability, mental or physical impairment;
- defence service; and

- personal association with someone who has, or is assumed to have, any of these personal characteristics.

Legislation also prohibits:

- racial, religious, homosexual, transgender and HIV/AIDS vilification; and
- victimisation resulting from a complaint.

8.3 Bullying

The FFNC is committed to providing an environment that is free from bullying. We regard bullying in all forms as unacceptable at our club.

Bullying is a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort. Bullying can take the form of physical contact, words or more subtle actions.

The following types of behaviour, where repeated would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint.

9. Inclusive Practices

Our club will welcome all members of our community.

The following are examples of some of our inclusive practices.

9.1 People with a disability

The FFNC will not discriminate against any person because they have a disability. Where it is possible, we will make reasonable changes to allow participation.

9.2 People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility.

9.3 Sexual & Gender Identity

All people, regardless of their sexuality or gender identity, are welcome at our club. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.

9.4 Pregnancy

The FFNC is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our club's activities. We will not tolerate any discrimination or harassment against pregnant women.

We will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks.

9.5 Girls playing in boys teams

If there is not a separate sex competition the FFNC will support girls playing in boys' teams up until the age of 16 years.

***** Federal anti-discrimination laws provide that it is not unlawful to discriminate on grounds of sex by excluding persons from participation in any competitive sporting activity in which the strength, stamina or physique of competitors is relevant.*

10 Responding to Complaints

10.1 Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously;
- the person complained about will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be considered;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

More serious complaints may be escalated.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club may need to report the behaviour to the police.

10.2 Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- inform the police, if required by law to do so;

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about;
- bringing all the people involved in the complaint together to talk objectively through the problem
- gathering more information;
- seeking advice from or referring to The New South Wales Equal Opportunity & Human Rights Commission

In situations where a complaint is referred to The New South Wales Equal Opportunity & Human Rights Commission and an investigation is conducted, the club will:

- co-operate fully with the investigation;
- act on The New South Wales Equal Opportunity & Human Rights Commission "s recommendations.

10.3 Disciplinary Sanctions

Our club may take disciplinary action against anyone found to have breached our policy or made false allegations. Any disciplinary measure imposed under our policy must:

- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach

Possible discipline that may be taken include:

- verbal and/or written apology;
- counselling;
- suspension or dismissal of membership or participation within the club;
- any other form of discipline that our club considers reasonable and appropriate.

10.4 Appeals

Both parties involved in the complainant have the right to lodge an appeal against a decision made in relation to the complaint, including appealing a decision where disciplinary action was taken. An appeals panel will be made up of members not involved with the original investigation and will handle the appeal



