



Policy Name: Member Protection Policy - Summary

Responsibility Archery Australia Inc Board

Effective February 2012

Policy Number 1021

Edition 2

Purpose of policy

Sporting organisations have legal and moral obligations to provide safe environments. Our Member Protection Policy assists us to adequately meet these obligations and to maintain responsible behaviour and ethical and informed decision-making within our sport. Our policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. It informs everyone of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our sport's activities.

Who the policy applies to

The policy specifies who it applies to but generally this includes employees, board members, committee and sub-committee members, administrators, coaches, officials, support personnel and players/athletes in a paid or voluntary capacity (and whether they are appointed, elected or selected to these roles); life members; parents, spectators and sponsors; and *member associations and affiliated clubs*.

What it covers

The policy states our position on and requirements relating to:

- *Child protection*
- *Taking and using images of children*
- *Anti-discrimination and harassment*
- *Sexual relationships between coaches and the adult athletes that they coach*
- *Participating while pregnant*
- *Gender identity*

It covers breaches of our codes of behaviour, any behaviour that brings or is likely to bring our sport into disrepute and other inappropriate behaviour whether that occurs at practice/training sessions, in the club rooms, at meetings, at events and activities organised or sanctioned by the sport, or away trips. It also clearly confirms that the following types of behaviour will not be tolerated:

- *Child abuse*
- *Sexual assault and sexual misconduct*
- *Discrimination*
- *Bullying, harassment and vilification*
- *Physical assault and violence*
- *Verbal abuse and intimidation*
- *Actions that create a hostile environment*
- *Conduct that may cause psychological injury or distress.*

Complaints

Our sport takes all complaints about inappropriate behaviour, both on and off-field, seriously. A range of steps have been set out in the policy for dealing with groups or individuals who engage in any of the behaviour prohibited by the policy. It provides guidance for those with a complaint or concern, those who have had a complaint made against them and, those who have responsibility for handling a complaint.

All complaints will be handled based on the principles of procedural fairness (natural justice), that is:

- *Confidentially will be maintained;*
- *Both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);*
- *Irrelevant matters will not be taken into account;*
- *Decisions will be unbiased and fair; and*
- *Any penalties imposed will be fair and reasonable.*

A person(s) found guilty of breaching the policy, including making a false or malicious allegation, may be sanctioned by a range of measures including from a verbal warning up to expulsion from the sport. A group/body found guilty of breaching the policy could be suspended or expelled from membership of Archery Australia Inc.

Working with Children Check requirements

Underlying the policy is a range of laws which vary from state to state. Despite some differences, there are some universal minimum standards that the law applies to persons involved in sporting activities. These include anti-discrimination laws, criminal law and child protection laws. Our policy outlines the screening process for people in our sport who work, coach, supervise or have regular unsupervised contact with people under the age of 18 years.

Our Member Protection Policy is one of the measures we have put in place to help us ensure that our sport is safe, welcoming and enjoyable. It provides assurances to all those involved and those wishing to be involved in our sport that improper conduct will not be tolerated.

A copy of our Member Protection Policy is available from Club and RGB Secretary and from the Archery Australia Inc web site at www.archery.org.au or from Archery Australia at info@archery.org.au

The Essence of Australian Sport template code of behaviour is intended to be the minimum standard for anyone involved in sport.

- operate within the rules and spirit of your sport, promoting fair play over winning at any cost
- encourage and support opportunities for people to learn appropriate behaviours and skills
- support opportunities for participation in all aspects of the sport
- treat each person as an individual
- display control and courtesy to all involved with the sport
- respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
- respect the decisions of officials, coaches and administrators in the conduct of the sport
- wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- adopt appropriate and responsible behaviour in all interactions
- adopt responsible behaviour in relation to alcohol and other drugs
- act with integrity and objectivity, and accept responsibility for your decisions and actions
- ensure your decisions and actions contribute to a safe environment
- ensure your decisions and actions contribute to a harassment free environment
- do not tolerate harmful or abusive behaviours

Athletes

- give your best at all times
- participate for your own enjoyment and benefit

Coaches

- place the safety and welfare of the athletes above all else
- help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback
- any physical contact with a person should be appropriate to the situation and necessary for the person's skill development
- be honest and do not allow your qualifications to be misrepresented

Officials

- place the safety and welfare of the athletes above all else
- be consistent and impartial when making decisions
- address unsporting behaviour and promote respect for all people

Administrators

- act honestly, in good faith and in the best interests of the sport as a whole
- ensure that any information acquired or advantage gained from the position is not used improperly
- conduct your responsibilities with due care, competence and diligence

- do not allow prejudice, conflict of interest or bias to affect your objectivity

Parents

- encourage children to participate and have fun
- focus on the child's effort and performance rather than winning or losing
- never ridicule or yell at a child for making a mistake or losing a competition

Spectators

- respect the performances and efforts of all people
- reject the use of violence in any form, whether it is by spectators, coaches, officials or athletes

Membership of an Archery Australia recognised club includes automatic registration with the local RGB and to Archery Australia. As I am registered with the RGB and Archery Australia I am expected to comply with the National Member Protection Policy, Code of Conduct any Team Agreements I have entered into and with any additional requirements imposed by my club and RGB.