



ROCKHAMPTON NETBALL

ROCKHAMPTON NETBALL ASSOCIATION INC.

MEMBER PROTECTION POLICY

Version Control

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1 INTRODUCTION

Rockhampton Netball Association Inc. (the Association) exists to promote and develop the sport of Netball by providing its members with a friendly, safe and professional environment that encourages participation at all levels.

2 PURPOSE OF OUR POLICY

The main objective of the Rockhampton Netball Association Inc's Member Protection Policy (the Policy) is to maintain responsible behaviour and ethical and informed decision-making by participants of our Association and our affiliate clubs. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in the Rockhampton Netball Association Inc of their 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 the Rockhampton Netball Association's activities.

3 REFERENCE / RELATED DOCUMENTS

- [RNA Behavior Management Policy](#)
- [RNA Child Protection Strategy](#)
- [RNA Code of Behaviours](#)
- [RNA Communication Policy](#)
- [RNA Disability Policy](#)
- [RNA Job Descriptions](#)
- [RNA Photography Policy](#)
- [Netball Australia Pregnancy Policy](#)
- [Netball Australia Junior Netball Policy](#)

4 WHO OUR POLICY APPLIES TO

Our policy applies to everyone involved in the Rockhampton Netball Association including committee members, administrators, coaches, officials (umpires / referees / selectors / managers), players, parents and spectators.

5 EXTENT OF OUR POLICY

The Rockhampton Netball Association Inc policy covers unfair decisions (e.g: team selection), breaches of our codes of behaviour that occurs at practice, meetings, in the Association rooms, at social events organised or sanctioned by the Rockhampton Netball Association (or our district, regional, state or national body), on away and overnight trips, and any behaviour that brings or is likely to bring the Rockhampton Netball Association and/or affiliated clubs or our sport into disrepute. It also covers behaviour where there is suspicion of harm towards a child or young person and is related and in accordance with the Association's Child Protection Risk Management Strategy.

6 ASSOCIATION RESPONSIBILITIES

The Rockhampton Netball Association will:

- make any necessary amendments to our Constitution, rules or other policies to enable this policy to be enforceable

- implement and comply with our policy
- promote our policy to everyone involved in our Association
- always promote and model appropriate standards of behaviour
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially
- review this policy every 2 years, at a minimum
- seek advice from, and if necessary or appropriate, refer serious issues to the relevant Government Agency and or state / national body.
- seek professional advice

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g., physical assault, sexual assault, child abuse) including any other issues that our state or national body request to be referred for their adjudication.

7 INDIVIDUAL RESPONSIBILITIES

Everyone associated with the Rockhampton Netball Association Inc and or Affiliated Clubs must:

- comply with the standards of behaviour outlined in our Policies
- Comply with any decision and or disciplinary measures imposed under our Policies.
- Cooperate to provide a netball environment free of discrimination, child abuse and harassment.
- treat others with respect
- always place the safety and welfare of children above other considerations
- be responsible and accountable for their behaviour
- follow the guidelines outlined in this policy if they wish to make a complaint and/or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.
- A person aged 18 years and over will need a Working with Children Check, also known as the 'blue card', if they propose to work in a paid or voluntary capacity. This includes, committee members, administrators, coaches, officials (umpires / referees / selectors / managers). Refer to attachment 2.

8 PROTECTION OF CHILDREN

8.1 Child protection

Refer to the Rockhampton Netball Association Child Risk Protection Strategy

Child abuse involves conduct which puts children at risk of harm and takes a number of

different forms, including:

- physical abuse (e.g., deliberately hurting [hitting, punching], providing alcohol or drugs, or training that exceeds a child's development or maturity)
- sexual abuse (e.g., sexual acts or threats, inappropriate touching or conversations)
- emotional abuse (e.g., ill-treating by threats, humiliation or intimidation)
- neglect (e.g., not providing child with basic necessities [food, drink, clothing], failing to protect a child from foreseeable risk of harm or injury).

Abuse is usually against the law. We will take measures to protect children involved in the Rockhampton Netball Association from harm. We will do this by:

- responding to all reports of abuse promptly, seriously and confidentially
- complying with state/territory child protection laws and Working with Children Check requirements (see attachment 2)
- carefully selecting and screening people over the age of 16 years who will have regular supervisory contact with children
- promoting and enforcing our codes of behaviour, particularly for roles associated with children
- making information about child protection available, particularly for roles associated with children
- adopting practices that provide the maximum opportunity for a child-safe environment.

Anyone who reasonably suspects that a child has been or is being abused must report their concerns to the police or relevant government agency and advise the Association Secretary that you have reported your concerns.

8.2 Supervision

Members under the age of 17 should be supervised and or monitored at all times by a responsible adult. If a member believes a member under the age of 17 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents/guardians must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone following an RNA Event, they will ask another person to stay until the child is collected.

8.3 Transportation

Parents/guardians are responsible for transporting their children to and from the Rockhampton Netball Association activities (e.g., games). Where Rockhampton Netball Association Inc makes arrangements for the transportation of children (e.g., for away or overnight trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and appropriate safety measures are available (e.g, fitted working seatbelts).

8.4 Taking images of children

Refer to the Rockhampton Netball Association's Photography Policy

In Australia there is no law restricting photography or videography of people including children in public spaces as long as the images are NOT:

- Indecent (such as 'upskirt' or 'downblouse' photographs taken covertly in change rooms or toilets),
- Being used for voyeurism or made for the purpose of observing and visually recording a person's genital or anal region,
- Protected by a court order (e.g. child custody or witness protection),
- Defamatory, or
- Being for commercial purposes (person's likeness is used to endorse or entice people to buy a product).

If a person is taking photographs inappropriately (e.g. breaching the restrictions or ban in place for that private property or venue), then the Rockhampton Netball Association will request the person to stop. If the person refuses, the police may be called to escort them off the property.

If anyone has reasonable concerns that a person (adult or child) is taking photographs that are indecent or in areas like toilets/changerooms they should contact the police.

9 ANTI-HARASSMENT, DISCRIMINATION AND BULLYING

The Rockhampton Netball Association Inc opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favorably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening — whether this is face-to-face, indirectly, or via communication technologies such as mobile phones and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race and marital status.

Rockhampton Netball Association takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the Association (see '11. Responding to complaints').

10 INCLUSIVE PRACTICES

The Rockhampton Netball Association Inc. is welcoming, and we will seek to include members from all areas of our community.

10.1 People with disability

Refer to the Rockhampton Netball Association's Disability Policy

Where possible, we will include people with disability into the Rockhampton Netball Association. We will make reasonable adaptations to enable participation.

10.2 People from diverse cultures

The Rockhampton Netball Association supports and respects people from all races and

diverse cultures to participate in the Association.

10.3 Sexual and gender identity

The Rockhampton Netball Association supports and respects all people, regardless of their sexuality or gender identity, to participate in the Association. As a sporting association, we are required to use a person's biological gender for the purposes of allocation to a sporting team.

10.4 Pregnancy

Refer to the Netball Australia Pregnancy Policy

Rockhampton Netball Association is committed to providing a safe and enjoyable environment for all its members, including pregnant players. Rockhampton Netball Association encourages all pregnant players to discuss their decision to continue playing during their pregnancy with their medical practitioner.

A Pregnant Player should:

- Be aware that her own health, and the wellbeing of her unborn child, is of utmost importance in her decision about whether to continue playing sport.
- Obtain expert medical advice as to the risks associated with playing sport when pregnant. She should ensure she understands this advice and where necessary question the advice until she is sure she understands the risks taken in participating in netball.
- Have regular antenatal reviews with her doctor, including ongoing review of her exercise participation.
- Take into account her changed physical condition, use common sense and not take unnecessary risks.
- Remember that the ultimate decision to participate in netball will always be hers, whilst having regard to all the circumstances.

10.5 Boys playing in Girls teams

Refer to the Netball Australia Junior Netball Policy

The Rockhampton Netball Association supports boys participating in our general competition up until the age of 12 years (when federal sex discrimination law states if differences in strength, stamina and physique are relevant, then single-sex competition is required). After this age boys may play in the Rockhampton Netball Association Mixed Netball Competition or Male Competition when available.

11 RESPONDING TO COMPLAINTS

The Rockhampton Netball Association takes all complaints about on and off-field behaviour seriously. The Association will handle complaints based on the following principles of procedural fairness:

- All complaints will be taken seriously.

- Both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given information regarding the complaint and have the opportunity to respond (give their side of the story).
- Decisions will be unbiased and fair.
- Any penalties imposed will be fair and reasonable.

More serious complaints may be escalated refer to section 6 (Association Responsibility)

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then RNA will need to report the behaviour to the police and/or relevant government authority and our state/national body.

11.1 Complaint-handling process

When a verbal complaint is received by the Rockhampton Netball Association Inc, the person receiving the complaint will:

- listen carefully and ask questions to determine the nature and extent of the problem
- request from the complainant, where appropriate, that the complaint be submitted to the Association in written form
- ask what the complainant would like to happen
- explain the different options available to help resolve the problem
- maintain confidentiality but not necessarily anonymity.

Verbal complaints are unable to be escalated to formal proceedings.

Once the preferred option for resolution is identified, the Rockhampton Netball Association will assist, where appropriate and necessary, with the resolution process. This may involve, where appropriate:

- referring the complainant back to their Affiliated Member Club
- supporting the complainant to talk to the respondent
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation)
- gathering more information (e.g., from other people who may have seen the behaviour)
- implementing the relevant Association policy and procedure such as the Behavior Management Policy and Judicial procedure.
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g., state department of sport or anti-discrimination agency)
- referring the complaint to our state or national association
- referring the complainant to an external agency such as a community mediation center, the police or the anti-discrimination agency.

11.2 Disciplinary measures

Refer to the RNA Behavior Management Policy

The Rockhampton Netball Association Inc. will take disciplinary action against anyone found to have breached our policies and procedures including the Rockhampton Netball Association Constitution and Bylaws or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistently with any contractual and employment rules and requirements
- be fair and reasonable
- be based on the evidence and information presented and the seriousness of the breach
- be determined by our Constitution, by-laws and the rules of the game.

Possible measures that may be taken include:

- verbal and/or written apology
- withdrawal of any awards, placings, records or achievements bestowed in any tournaments, activities or events held or sanctioned by RNA
- suspension or termination of membership, participation or engagement in a role or activity
- a fine, or
- any other form of discipline that RNA considers reasonable and appropriate.

11.3 Appeals

The complainant or respondent can lodge one appeal against decisions of, or disciplinary measures imposed by, the Rockhampton Netball Association Inc. Appeals must be based on either a procedural fairness, incorrect procedure, unjust or unreasonable disciplinary measure/s being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision-maker.

Appeals must be in writing and received no later than 7 days from the day the respondent is made aware of the decision/s. The association's preferred method of communication is via email.

Attachment 1: WORKING WITH CHILDREN CHECK REQUIREMENTS

A person will need a Working with Children Check, also known as the 'blue card', if they propose to work in a paid or voluntary capacity or to carry on a business in a child-related area regulated by the Public Safety Business Agency (PSBA). Once a person is checked and approved they are issued with a blue card. Volunteers and paid employees in sporting organisations generally fall under the 'churches, clubs and associations' category of regulated employment. Volunteers and paid employees in private businesses may fall under the 'sport and active recreation' category of regulated employment. The check is a detailed national criminal history check that includes charges and investigations relating to children.

People such as those with previous convictions involving children are disqualified from applying for, or renewing, a blue card (refer to website below for details).

A blue card remains current for three years. Existing cardholders will be notified by the Public Safety Business Agency (PSBA) before their card expires.

In addition to obligations regarding the blue card, **employers** (which can include clubs) must develop and implement a written child protection risk management strategy and review it each year. The Rockhampton Netball Association has adopted a Child Protection Risk Strategy, which is reviewed annually. This document is available at <http://www.bluecard.qld.gov.au/> 1800 113 611

For more information on the blue card, including current forms:

Attachment 2: REPORTING DOCUMENTS

2.1 RECORD OF COMPLAINT

Complainant's Name	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18	Date / /
Complainant's contact details	Phone: Email:	
Complainant's Role/status	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Umpire / Official <input type="checkbox"/> Other	
Name of person complained about (respondent)	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18	
Respondent's Role/status	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Umpire / Official <input type="checkbox"/> Other	
Location/event of alleged issue	Venue: Court Number: Date: Time:	
Description of alleged issue		

<p>Nature of complaint (category/basis/grounds)</p> <p>Can tick more than one box</p>	<input type="checkbox"/> Umpiring Methods <input type="checkbox"/> Coaching Methods <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Harassment <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Sexuality <input type="checkbox"/> Bullying <input type="checkbox"/> Religion <input type="checkbox"/> Victimisation <input type="checkbox"/> Child Abuse <input type="checkbox"/> Other <input type="checkbox"/> Umpire Allocations <input type="checkbox"/> Fixture Draw <input type="checkbox"/> Physical abuse <input type="checkbox"/> Discrimination <input type="checkbox"/> Selection dispute <input type="checkbox"/> Race <input type="checkbox"/> Disability <input type="checkbox"/> Pregnancy <input type="checkbox"/> Unfair decision
<p>Anticipated Outcome / Expected Resolution</p>	
<p>Signature of Complainant</p>	
<p>Signature of Receiving Officer</p>	
<p>Date</p>	
RNA Action	
<p>Action taken by the RNA</p>	<p>Resolution and/or action taken</p>
<p>Follow Up Action</p>	

This record and any notes must be kept in the complaints folder and filed in a secure location. If the complaint is of a serious nature, or is escalated to and/or dealt with at the national level, the original must be forwarded to the national body and a copy kept at the Rockhampton Netball Association.