



MEMBER PROTECTION POLICY

VERSION 2
June 2015



Contents

Review history of AU Sport Member Protection Policy

1.	Introduction	2
2.	Purpose of Our Policy	2
3.	Who Our Policy Applies To	3
4.	Extent of Our Policy	3
5.	AU Sport Responsibilities	3
6.	Individual Responsibilities	4
7.	AU Sport Supporting Policies	4

Review history of AU Sport Member Protection Policy

Version	Date reviewed	Date endorsed	Content reviewed/purpose
1	<i>Created June 2014</i>	<i>July 14 2014</i>	<ul style="list-style-type: none">• Document excludes Child Safe Environment details until a suitable policy is drafted. In the meantime AU Sport Clubs are recommended to follow their State Sporting Organisation Policy.
2	<i>Edited June 2015</i>		<ul style="list-style-type: none">• Detailed information about the Child Safe Environments has been as a result of the approval of AU Sport Child Safe Environment Policy which is referenced in this policy.

1. Introduction

Life at university has more to offer than just study. There is a complete range of recreational and sporting activities to enjoy through Adelaide University Sport.

Adelaide University Sport helps you to access an extensive range of sporting facilities and an eclectic mix of sporting clubs. Catering for everyone from elite athletes through to social players and gym enthusiasts, AU Sport exists to provide and promote the best possible sport and recreation environment for the University Community and beyond.

AU Sports vision:

To be recognised as the key provider of high quality sport and active recreation opportunities to the University of Adelaide community.

AU Sports mission:

To support the University of Adelaide in providing a complete higher education experience through the promotion of health and well-being programs on campus

2. Purpose of Our Policy

The main objective of our Member Protection Policy (policy) is to maintain responsible behaviour and the making of informed decisions by participants within AU Sport including AU Sport Clubs. It 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 with AU Sport 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 AU Sport and AU Sport Club activities.

The policy attachments describe the practical steps we will take to eliminate discrimination, harassment and other forms of inappropriate behaviour from our activities. As part of this commitment, AU Sport will take disciplinary action against any person or organisation bound by this policy if they breach it.

This policy has been endorsed by the AU Sport Board of Management and has been *incorporated into our By-laws*. The policy starts on **July 14 2014** and will operate until replaced.

The current policy and its attachments can be obtained from our website at **theblacks.com.au/policies**

3. Who Our Policy Applies To

This policy applies to members of AU Sport, whether they are in a paid or unpaid/voluntary capacity:

- persons appointed or elected to AU Sport Board, committees and sub-committees
- employees of AU Sport
- members of Committees and Members of affiliated and probation AU Sport Clubs
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others
- coaches and assistant coaches
- athletes
- referees, umpires and other officials
- members, including life members of AU Sport and affiliated AU Sport Clubs
- athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by AU Sport

This policy will continue to apply to a person even after he or she has stopped their association or employment with AU Sport, if disciplinary action against that person has begun.

4. Extent of Our Policy

Our policy covers unfair decisions (e.g. team selection) and actions, breaches of our code of behaviour and behaviour that occurs at practice, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings AU Sport, AU Club, any of the sports that we take part in, into disrepute or there is suspicion of harm towards a child or young person.

5. AU Sport and Affiliated Clubs Responsibilities

We will:

- ensure that the Constitution, By-laws or other rules and policies include the necessary clauses for this policy to be enforceable;
- implement and comply with our policy;
- publish, distribute and promote this policy and the consequences of any breaches to everyone involved with AU Sport;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- promote and model appropriate standards of behaviour at all times;
- apply this policy consistently and respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to the appropriate body being the University of Adelaide, Australian University Sport or district/region/state or national sporting body.

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) and any other issues that our state or national body request to be referred to them.

6. Individual Responsibilities

Everyone associated with AU sport must:

- Make themselves aware of the any policies that apply and comply with the standards of behaviour outlined in our policies;
- Be accountable for their own behaviour and treat others with respect;
- Always place the safety and welfare of children (those under the age of 18) above other considerations;
- Follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.
- Comply with any decisions and/or disciplinary measures imposed under this policy.

7. Support AU Sport Policies

The following AU Sport Policies should be understood as they support and direct our member protection strategies.

- AU Sport Code of Conduct
- AU Sport Child Safe Environment Policy
- AU Sport Equal Opportunity Policy
- AU Sport Privacy Policy
- AU Sport Complaint Handling Policy and Guidelines
- AU Sport Social Media Guidelines
- AU Sport Alcohol Policy
- AU Sport Drugs Policy
- AU Sport Smoke Free Policy
- AU Sport Gambling Policy
- AU Sport Infectious Diseases Policy
- AU Sport Extreme Weather Policy
- AU Sport Concussion Policy
- AU Sport Safe Travel Policy
- AU Sport Selection Policy (seniors)
- AU Sport Officials Policy
- AU Sport Affiliated Clubs Policy

All are available on the AU Sport website (theblacks.com.au) and are reviewed regularly.