



Member Protection Policy

Purpose of this policy

This Member Protection Policy aims to assist West Sydney Wolves Sports Association to uphold its core values and create a safe, fair and inclusive environment for everyone who utilises the venue. It outlines our commitment to ensure every patron has the right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse.

This Policy underpins the legal and ethical rights and responsibilities of all members, visitors and staff and the standards of behaviour that are required.

The West Sydney Wolves Sports Association rejects any form of discrimination, harassment, child abuse and inappropriate behaviour and will revoke the membership or enact other appropriate action against any person or body bound by this policy breaching it.

Scope

This Policy applies to all staff whether paid or in an unpaid/voluntary capacity, members, patrons, visitors, Parents, guardians, spectators and sponsors to the full extent that is possible as well as subcontractors and third party providers.

Responsibilities of the West Sydney Wolves Sports Association

The West Sydney Wolves Sports Association must:

- adopt, implement and comply with this policy and ensure that this policy is enforceable
- publish, distribute and promote this policy and the consequences of any breaches of the 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
- use appropriately trained people to receive and manage complaints and allegations of inappropriate behaviour
- monitor and review this policy at least annually.



Individual responsibilities

Individuals bound by this policy must:

- make themselves aware of the contents of this policy;
- place the safety and welfare of children above other considerations;
- be accountable for their behaviour: and,
- comply with any decisions and/or disciplinary measures imposed under this policy

Policy Position Statements

Child Protection Policy

Every person and body bound by this Policy must always when applicable place the safety and welfare of children above all other considerations. The West Sydney Wolves Sports Association acknowledges that our staff, members and volunteers provide a valuable contribution to the positive experiences of children involved in our sport. The West Sydney Wolves Sports Association aims to continue this and to take measures to protect the safety and welfare of children participating in sport by:

- Identifying and analysing risk of harm
- Develop codes of behaviour
- Choose suitable employees and volunteers
- Ensuring Working with Children Checks are conducted for all employees and volunteers who work with children, where an assessment is required by law.
- Empower and promote the participation of children
- Report and respond appropriately to suspected abuse and neglect

The West Sydney Wolves Sports Association acknowledges that images of children can be used inappropriately or illegally. The West Sydney Wolves Sports Association requires that individuals and associations, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. It also requires the privacy of others to be respected and disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

Anti-Discrimination and Harassment Policy

The West Sydney Wolves Sports Association opposes all forms of harassment, discrimination and bullying. Any acts of this nature may result in the cancellation of membership and disciplinary action.



Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by state or federal anti-discrimination laws. The personal characteristics protected by anti-discrimination laws include attributes such as race, age, disability, and gender

Discrimination can be either direct or indirect.

- 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 purposes of determining discrimination, the offender's awareness and motive are irrelevant. Any acts of this nature may result in the cancellation of membership and disciplinary action.

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 is 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.

Any acts of this nature may result in the cancellation of membership and disciplinary action.

Bullying Cyber Bullying/Safety Policy

The West Sydney Wolves Sports Association is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable. Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group.

Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.



The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, 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 which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. The West Sydney Wolves Sports Association will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration at a referee, teammate, staff, coach or sporting body should never be communicated on social networking websites.

Any acts of this nature may result in the cancellation of membership and disciplinary action.

Code of Conduct/Behaviour

The West Sydney Wolves Sports Association requires every individual and body bound by this policy to:

- Be ethical, fair and honest in all their dealings with other people and the West Sydney Wolves Sports Association
- Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations
- Always place the safety and welfare of children above other considerations
- Comply with all relevant Australian laws (federal and state), particularly anti-discrimination and child protection laws
- Be responsible and accountable for their conduct, and
- Abide by the relevant specific Codes of Conduct applicable to the individual through any additional agreement with the West Sydney Wolves Sports Association or their designated SSO and NSO where applicable.



Background Checks

Each Employee of the West Sydney Wolves Sports Association are required to have and maintain a Working with Children Check and undergo a Police Check to create a child-safe environment and to protect children and young people involved in our sport from physical and sexual harm. A WWCC and Police Check assess the suitability of people to work with children and young people and can involve:

- criminal history checks;
- signed declarations;
- referee checks; and
- other relevant background checks to assess a person's suitability to work with children and young people.

Complaints

Any suspected breaches of this Policy should be raised with the manager on duty and followed up in writing. If the complainant deems the matter serious enough, they are encouraged to contact the appropriate authorities. The West Sydney Wolves Sports Association will assist any authority in the investigation of such claims.

All complaints will be kept confidential and will not be disclosed to another person without the complainant's consent except if law requires disclosure or if disclosure is necessary to effectively deal with the complaint.

Individuals may also pursue their complaint externally under anti-discrimination, child protection or other relevant legislation.

Where staff have been found to have breached this policy, a thorough investigation will be conducted which may result in the employment being terminated immediately.

Policy review date - June 2023