




Maroondah Volleyball

MEMBER PROTECTION POLICY

VERSION 1.0

August 2019

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|  Maroondah Volleyball <small>CDVA Est. 1977</small> | MEMBER PROTECTION POLICY | |
| MV001 | Version: 1.0 | Effective: August 2019 |

Document Control

This Member Protection Policy will be reviewed annually. An earlier review may be initiated by, but is not limited to legislative changes, organisational changes, outcomes of an incident and other matters deemed appropriate by the Committee of Maroondah Volleyball.

Endorsement and Sign Off

| Function | Name | Position | Signature | Date |
|----------|--------------|-----------|-----------|---------|
| Prepared | | | | |
| Checked | | | | |
| Approved | Chris Gordon | President | | 08/2019 |

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PART A. MAROONDAH VOLLEYBALL MEMBER PROTECTION POLICY

1. Introduction

Croydon and Districts Volleyball Association (CDVA) was established in 1977 as a means for anyone in the area to play volleyball together, both socially and competitively. It became incorporated in 1983 as Croydon and Districts Volleyball Association Incorporated. In 2017, the CDVA decided to rebrand to become Maroondah Volleyball ahead of moving in May 2019 to the brand-new Maroondah Nets stadium at HE Parker Reserve in Heathmont.

2. Mission Statement

Maroondah Volleyball aims to provide the community the opportunity to expand their skills of and love for the sport of Volleyball.

3. Values

The Maroondah Volleyballs values are:

- **Teamwork:** working cooperatively with peers to achieve a common interest goal.
- **Community:** an inclusive group whose members all share a common interest.
- **Respect:** is gained where respect is given.
- **Dedication:** a commitment to share our passion for volleyball.
- **Fun:** where gratification is gained through participating in the sport of volleyball or involvement within the association that leaves you with a positive feeling or that of satisfaction.

4. Purpose of this policy


This Maroondah Volleyball Member Protection Policy (“policy”) aims to assist Maroondah Volleyball (“our”, “us” or “we”) to uphold its core values and create a safe, fair and inclusive environment for everyone associated with our sport. It sets out our commitment to ensure that every person bound by the policy is treated with respect and dignity and protected from discrimination, harassment and abuse. It also seeks to ensure that everyone involved in our sport is aware of their key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

The attachments to this policy describe the practical steps we will take to eliminate discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport and our Association. As part of this commitment, the policy allows Maroondah Volleyball to take disciplinary action against any person or organisation bound by this policy if they breach the policy.

This policy has been endorsed by Maroondah Volleyball Committee and has been incorporated into our constituent document, rules and regulations or by-laws. The policy starts on 13 August 2019 and will operate until replaced.

The current policy and its attachments can be obtained from our website at:

www.maroondahvolleyball.com.au

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5. Who is bound by this policy

This policy should apply to as many persons as possible who are involved with the activities of Maroondah Volleyball, whether they are in a paid or unpaid/voluntary and including:

- a) persons appointed or elected to Maroondah Volleyball boards, committees and sub-committees
- b) employees of Maroondah Volleyball;
- c) members of the Maroondah Volleyball Executive;
- d) support personnel appointed or selected to teams and squads, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;
- e) coaches and assistant coaches;
- f) participants and athletes;
- g) referees, umpires and other officials;
- h) members, including life members of Maroondah Volleyball;
- i) athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by Maroondah Volleyball; and
- j) any other person to whom the policy may apply.

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

It is also intended this policy will apply to:

- k) member associations;
- l) affiliated clubs and associated organisations;
- m) any other associations, such as Coaches Association, Players Association, etc.

6. Organisational responsibilities

Maroondah Volleyball must:

- a) adopt, implement and comply with this policy
- b) ensure that this policy is enforceable
- c) publish, distribute and promote this policy and the consequences of any breaches of the policy
- d) promote and model appropriate standards of behaviour at all times
- e) deal with any complaints made under this policy in an appropriate manner
- f) deal with any breaches of this policy in an appropriate manner
- g) apply this policy fairly and consistently
- h) recognise and enforce any penalty imposed under this policy
- i) ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies
- j) use appropriately trained people to receive and manage complaints and allegations of inappropriate behaviour
- k) monitor and review this policy at least annually.

7. Individual responsibilities

Individuals bound by this policy must:

- a) make themselves aware of the contents of this policy;
- b) comply with all relevant provisions of the policy, including any codes of conduct and the steps for making a complaint or reporting possible child abuse set out in this policy;
- c) consent to the screening requirements set out in this policy, and any state/territory Working with Children Checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18 or where otherwise required by law;
- d) place the safety and welfare of children above other considerations;
- e) be accountable for their behaviour: and,
- f) 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
- g) comply with any decisions and/or disciplinary measures imposed under this policy.

8. Position statements

8.1. Child protection

Maroondah Volleyball is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained.

We acknowledge the valuable contribution made by our staff, members and volunteers and we encourage their active participation in providing a safe, fair and inclusive environment for all participants.

8.1.1. Identify and analyse risk of harm

We will develop and implement a risk management strategy, including a review of our existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to children because of the actions of an employee, volunteer or another person.

8.1.2. Develop codes of behaviour

We will develop and promote a code of behaviour that sets out the conduct we expect of adults when they deal and interact with children involved in our sport, especially those in our care. We will also implement a code of behaviour to promote appropriate conduct between children.

These codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour. (Refer to the attachments in Part B of this policy.)

8.1.3. Choose suitable employees and volunteers

We will take all reasonable steps to ensure that our organisation engages suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This will include using a range of screening measures.

We will ensure that Working with Children Checks are conducted for all employees and volunteers who work with children, where an assessment is required by law. If a criminal history report is obtained as part of their screening process, we will handle this information confidentially and in accordance with the relevant legal requirements. (Refer to the attachments in Part C of this policy.)

8.1.4. Support, train, supervise and enhance performance

We will ensure that all our employees and volunteers who work with children have ongoing supervision, support and training. Our goal is to develop their skills and capacity and to enhance their performance so we can maintain a child-safe environment in our sport.

8.1.5. Empower and promote the participation of children

We will encourage children and young people to be involved in developing and maintaining a child-safe environment for our sport.

8.1.6. Report and respond appropriately to suspected abuse and neglect

We will ensure that all our employees and 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 grounds that a child has been, or is being, abused or neglected. (Refer to the attachments in Part E of this policy.)

Further, 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, he or she may make an internal complaint to a Member Protection Information Officer (MPIO). (Refer to the attachments in Part D of this policy.)

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

8.1.7. Taking images of children

There is a risk that images of children may be used inappropriately or illegally. Maroondah Volleyball 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. They should also make sure the parent/guardian understands how the image will be used.

To respect people's privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which we control or are used in connection with our sport.

When using a photo of a child we will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the child's parent/guardian. We will not provide information about a child's hobbies, interests, school or the like, as this can be used by paedophiles or other persons to "groom" a child.

We will only use images of children that are relevant to our sport and we will ensure that they are suitably clothed in a manner that promotes participation in the sport. We will seek permission from the parents/guardians of the children before using the images. We require our member associations and clubs to do likewise.

8.1.8. Supervision

Children under the age of 18 must be supervised at all times by a responsible adult. We endeavour to provide an appropriate level of supervision at all times. If a member finds a child under the age of 18 is unsupervised, they should assume responsibility for the child's safety until the child's parent/guardian or supervisor is located.

For reasons of courtesy and safety, parents must collect their children on time. If it appears a member will be left alone with just one child at the end of any club activity, they will, where practicable, ask another member to stay until the child is collected.

8.1.9. Transportation

Parents and/or guardians are responsible for organising the transportation of their children to and from any Maroondah Volleyball activities (e.g. training and games). Where we make arrangements for the transportation of children (e.g. for away matches 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 the appropriate safety measures are in place (e.g. fitted working seatbelts).

9. Anti-discrimination, Harassment and Bullying

Maroondah Volleyball is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against or harassed.

9.1. 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, gender and race. The full list of protected personal characteristics is in the “Definitions” set out in the Dictionary of Terms.

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.

9.2. 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 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.

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, or gender identity;
- 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;
- 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.

9.3. Prohibition against discrimination and harassment

We prohibit all forms of harassment and discrimination based on the personal characteristics listed in the “Definitions” set out in the Dictionary of Terms.

Any person who believes they are being, or have been, harassed or discriminated against by another person or organisation bound by this policy is encouraged to raise their concerns with a Member Protection Information Officer (MPIO). A person may make an internal complaint, and in some circumstances, they may also be able to make a complaint to an external organisation.

(Refer to the attachments in Part D of this policy.)

9.4. Bullying

Maroondah Volleyball 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 at Maroondah Volleyball.

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 group.

Whilst generally characterised by repeated behaviours, a one off instance 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. We will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

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.
(See attachments in Part D of this Policy)

9.5. Intimate relationships

Maroondah Volleyball understands that consensual intimate relationships (including, but not limited to sexual relationships) between coaches or officials and adult athletes may take place legally. However, this policy will help ensure that the expectations of coaches or officials are clear and, to ensure that if an intimate relationship does exist or develop between a coach or official and an adult athlete, that relationship will be managed in an appropriate manner.

Coaches and officials are required to conduct themselves in a professional and appropriate manner in all interactions with athletes. In particular, they must ensure that they treat athletes in a respectful and fair manner, and that they do not engage in sexual harassment, bullying, favouritism or exploitation.

We take the position that consensual intimate relationships between coaches or officials and the adult athletes they coach should be avoided as they can have harmful effects on the athlete involved, on other athletes and coaches and on the sport's public image. These relationships can also be perceived to be exploitative due to the differences in authority, power, maturity, status, influence and dependence between the coach or official and the athlete.

We recommend that if an athlete attempts to initiate an intimate relationship with a coach or official, the coach or official should discourage the athlete's approach and explain to the athlete why such a relationship is not appropriate.

If a consensual intimate relationship does exist or develop between an adult athlete and a coach or official, the coach or official is expected to ensure that the relationship is appropriate and that it does not compromise impartiality, professional standards or the relationship of trust the coach or official has with the athlete and/or other athletes.

In assessing the appropriateness of an intimate relationship between a coach or official and an adult athlete, relevant factors include, but are not limited to:

- the relative age and social maturity of the athlete;
- any potential vulnerability of the athlete;
- any financial and/or emotional dependence of the athlete on the coach or official;

- the ability of the coach or official to influence the progress, outcomes or progression of the athlete's performance and/or career;
- the extent of power imbalance between the athlete and coach or official; and the likelihood of the relationship having an adverse impact on the athlete and/or other athletes.

It will often be difficult for a coach or official involved in an intimate relationship with an adult athlete to make an objective assessment of its appropriateness and accordingly they are encouraged to seek advice from the Member Protection Information Officer, to ensure that they have not involved themselves in inappropriate or unprofessional conduct.

If it is determined that an intimate relationship between a coach or official and an adult athlete is inappropriate or unprofessional, we may take disciplinary action against the coach or official up to and including dismissal. Action may also be taken to stop the coaching relationship with the athlete. This could include a transfer, a request for resignation or dismissal from coaching duties.

If a coach, official or athlete believes they are being, or have been, harassed they are encouraged to seek information and support from the Member Protection Information Officer. Our complaints procedure is outlined in Part D of this policy.

9.6. Pregnancy

Maroondah Volleyball is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our sport. We will not tolerate any discrimination or harassment against pregnant women.

Maroondah Volleyball 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. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child, is of utmost importance in their decision-making about the extent they choose to participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with Maroondah Volleyball.

We will only require pregnant women to sign a disclaimer in relation to their participation in our sport whilst they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person or organisation bound by this Policy, she may make a complaint. (Refer to the attachments in Part D of this policy.)

9.7. Inclusive practices

Maroondah Volleyball is welcoming, and we will seek to include members from all areas of our community.

The following are examples of some of our inclusive practices.

- People with a disability

Maroondah Volleyball will not discriminate against any person because they have a disability. Where it is necessary, we will make reasonable adjustments (e.g. modifications to equipment and rules) to enable participation.

- People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in Maroondah Volleyball and its activities and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

9.8. Gender identity

Gender identity means the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person. This includes the way people express or present their gender and recognises that a person's gender identity may be an identity other than male or female. Some terms used to describe a person's gender identity include trans, transgender and gender diverse.

9.8.1. Gender identity discrimination and harassment

Federal, state and territory anti-discrimination laws provide protection from discrimination against people on the basis of their gender identity. (See definition in Dictionary of terms).

Maroondah Volleyball is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate.

All persons, regardless of gender identity, are entitled to be treated fairly and with dignity and respect at all times. We will not tolerate any unlawful discrimination or harassment of a person because of their gender identity. This includes discrimination or harassment of a person who is transgender or transsexual, who is assumed to be transgender or transsexual or has an association with someone who has or is assumed to be transgender or transsexual. (Refer to the attachments in Part D of this policy.)

We expect all people bound by this policy to act with sensitivity when a person is undergoing gender transition/affirmation.

If any person believes that they are being, or have been, harassed or discriminated against by another person or organisation bound by this policy because of their gender identity, they may make a complaint.

9.8.2. Participation in sport

Maroondah Volleyball recognises that excluding people from participating in sporting events and activities because of their gender identity may have significant implications for their health, wellbeing and involvement in community life. We are committed to supporting participation in our sport on the basis of the gender with which a person identifies.

If issues of performance advantage arise, we will consider whether the established discrimination exceptions for participation in sport are relevant in the circumstances. Discrimination is unlawful unless an exception applies.

Maroondah Volleyball is aware that the International Olympic Committee (IOC) has established criteria for selection and participation in the Olympic Games. Where a transgender person intends to compete at an elite level, we will encourage them to obtain advice about the IOC's criteria which may differ from the position we have taken.

Drug testing procedures and prohibitions also apply to people who identify as transgender. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

9.8.3. Intersex status

Federal anti-discrimination law, and some state and territory anti-discrimination laws, provide protection from discrimination against a person on the basis of their intersex status. (See Dictionary of terms).

Maroondah Volleyball is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate. We will not tolerate any unlawful discrimination or harassment of a person because of their intersex status.

9.8.4. Responsible service and consumption of alcohol

Maroondah Volleyball is committed to conducting sporting and social events in a manner that promotes the responsible service and consumption of alcohol. We also recommend that state associations and member clubs follow strict guidelines regarding the service and consumption of alcohol.

In general, our policy is that:

- alcohol should not be available or consumed at sporting events involving children and young people under the age of 18;
- alcohol-free social events be provided for young people and families;
- food and low-alcohol and non-alcoholic drinks be available at events we hold or endorse where alcohol is served;

- a staff member is present at events we hold or endorse where alcohol is served to ensure appropriate practices in respect of the consumption of alcohol are followed;
- safe transport options be promoted as part of any event we hold or endorse where alcohol is served;
- where alcohol will be served at any event we hold or endorse, appropriate information will be conveyed to members and parents prior to the event.

9.9. Smoke-free environment

Maroondah Volleyball is committed to providing a safe and healthy environment at all sporting and social events that we hold or endorse.

In general, our policy is that:

- no smoking shall occur at or near sporting events involving children and young people under the age of 18. This policy shall apply to coaches, players, trainers, officials and volunteers;
- social events shall be smoke-free, with smoking permitted at designated outdoor smoking areas; and
- coaches, officials, trainers, volunteers and players will refrain from smoking while they are involved in an official capacity in our sport, both on and off the court.

9.10. Social networking

Maroondah Volleyball acknowledges the enormous value of social networking to promote our sport and celebrate the achievements and success of the people involved in our sport.

Social networking refers to any interactive website or technology that enables people to communicate and/or share content via the internet. This includes social networking websites such as Facebook and Twitter.

We expect all people bound by this policy to conduct themselves appropriately when using social networking sites to share information related to our sport.

In particular, social media activity including, but not limited to, postings, blogs, status updates, and tweets:

- must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
- must not contain material, which is inaccurate, misleading or fraudulent;
- must not contain material which is in breach of laws, court orders, undertakings or contracts;
- should respect and maintain the privacy of others; and
- should promote the sport in a positive way.

10. Complaints procedures

10.1. Handling complaints

Maroondah Volleyball aims to provide a simple, confidential and trustworthy procedure for resolving complaints based on the principles of procedural fairness.

Any person (a complainant) may report a complaint about a person, people or organisation bound by this policy (respondent) if they feel they have been discriminated against, harassed, bullied or there has been any other breach of this policy.

In the first instance, complaints should be reported to the Member Protection Information Officer.

If a complaint relates to behaviour or an incident that occurred at:

- Maroondah Volleyball, or involves people operating at Maroondah Volleyball, then the complaint should be reported to and handled by Maroondah Volleyball in the first instance.
- state level, or involves people operating at the state level, then the complaint should be reported to and handled by the relevant state association in the first instance.
- national level. Only matters that relate to, or which occurred at, the national level, as well as serious cases referred from the state and Maroondah Volleyball, should be dealt with by the national body.

A complaint may be handled informally or formally. The complainant may indicate his or her preferred option and the Member Protection Information Officer should consider whether that is an appropriate way to handle the particular complaint. For example, the law may require that the complaint/allegation be reported to an appropriate authority.

All complaints will be dealt with promptly, seriously, sensitively and confidentially. Our procedures for handling and resolving complaints are outlined in Attachment D1.

Individuals and organisations may also seek to have their complaint handled by an external agency under anti-discrimination, child protection, criminal or other relevant legislation.

10.2. Appeals

Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

10.3. Improper complaints and victimisation

Maroondah Volleyball aims to ensure that our complaints procedure has integrity and is free of unfair repercussions or victimisation against any person making a complaint.

We will take all necessary steps to make sure that people involved in a complaint are not victimised. Disciplinary measures may be undertaken in respect of a person who

harasses or victimises another person for making a complaint or supporting another person's complaint.

If at any point in the complaint handling process the Member Protection Information Officer considers that a complainant has knowingly made an untrue complaint, or the complaint is malicious or inappropriately intended to cause distress to the respondent, the matter may be referred in writing to the Maroondah Volleyball Complaints Manager for review and appropriate action, including possible disciplinary action against the complainant.

10.4. Mediation

Maroondah Volleyball aims to resolve complaints quickly and fairly. Complaints may be resolved by agreement between the people involved with no need for disciplinary action.

Mediation is a confidential process that allows those involved in a complaint to discuss the issues or incident in question and come up with mutually agreed solutions. It may occur before or after the investigation of a complaint.

If a complainant wishes to resolve the complaint with the help of a mediator, the Member Protection Information Officer will, in consultation with the complainant, arrange for an independent mediator where possible. We will not allow lawyers to participate in the mediation process.

More information on the mediation process is outlined in Attachment D2.

10.5. Tribunals

In accordance with Maroondah Volleyball rules (Tribunal Procedures and Penalty Recommendations) a Tribunal may be convened to hear a proceeding:

- referred to it by Complaints Manager or Member Protection Information Officer
- referred to it by referees, court managers, committee members in attendance in case of local competition and matches
- referred to it by a team captain to a Court Manager or committee member
- referred to it by officials, including the Team Coaches or Managers during tournament or representative matches in which Maroondah Volleyball representative teams are competing

Our Tribunal procedure is outlined in Attachment D4.

11. What is a breach of this policy?

It is a breach of this policy for any person or organisation bound by this policy to do anything contrary to this policy, including but not limited to:

- breaching the codes of behaviour (see Part B of this policy);
- bringing the sport and/or Maroondah Volleyball into disrepute, or acting in a manner likely to bring the sport and/or Maroondah Volleyball into disrepute

- failing to follow Maroondah Volleyball policies (including this policy) and our procedures for the protection, safety and well-being of children;
- discriminating against, harassing or bullying (including cyber-bullying) any person;
- victimising another person for making or supporting a complaint;
- engaging in an inappropriate intimate relationship with a person that he or she supervises, or has influence, authority or power over;
- verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- disclosing to any unauthorised person or organisation any Maroondah Volleyball information that is of a private, confidential or privileged nature;
- making a complaint that they know to be untrue, vexatious, malicious or improper;
- failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy; and
- failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

12. Disciplinary measures


Maroondah Volleyball may impose disciplinary measures on an individual or organisation for a breach of this policy.

Any disciplinary measure imposed will be:

- fair and reasonable;
- applied consistent with any contractual and employment rules and requirements;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined in accordance with our constituent documents, by-laws, this policy and/or the rules of the sport.

Possible sanctions that may be taken include:

- a direction that the individual make verbal and/or written apology;
- counselling of the individual to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; and/or
- any other form of discipline that our club considers reasonable and appropriate.

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12.1. Individual

Subject to contractual and employment requirements, if a finding is made by a Tribunal that an individual has breached this policy, disciplinary penalties will be imposed.

12.2. Organisation

If a finding is made that a Maroondah Volleyball member or affiliated organisation has breached its own or this Member Protection Policy, one or more of the following forms of discipline may be imposed by the Complaints Manager or Member Protection Information Officer

- a) a written warning;
- b) a fine;
- c) a direction that any rights, privileges and benefits provided to that organisation by the national body or other peak association be suspended for a specified period;
- d) a direction that any funding granted or given to it by Maroondah Volleyball and/or associated clubs cease from a specified date;
- e) a direction that Maroondah Volleyball and/or associated clubs cease to sanction events held by or under the auspices of that organisation;
- f) a recommendation to that its membership of the Maroondah Volleyball and/or associated clubs be suspended or terminated in accordance with the relevant constitution or rules;
- g) any other form of discipline that the national body or peak organisation considers reasonable and appropriate.

12.3. Factors to consider


The form of discipline to be imposed on an individual or organisation will depend on factors, such as:

- the nature and seriousness of the breach
- if the person knew, or should have known, that the behaviour was a breach of the policy
- the person's level of contrition
- the effect of the proposed disciplinary measures on the person, including any personal, professional or financial consequences
- if there have been any relevant prior warnings or disciplinary action
- the ability to enforce disciplinary measures if the person is a parent or spectator (even if they are bound by the policy)
- impact on the complainant or victim
- any other mitigating circumstances.

13. Dictionary of terms

This Dictionary sets out the meaning of words used in this policy and its attachments, without limiting the ordinary and natural meaning of the words. Further detail or definitions that are specific to different states and territories can be sourced from the relevant child protection authorities or equal opportunity and anti-discrimination commissions.

| | |
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| Abuse | Abuse is the violation of an individual’s human or civil rights through the act or actions of another person or persons. Types of abuse include physical abuse, psychological or emotional abuse, sexual abuse, constraints and restrictive practices, financial abuse, legal or civil abuse and systemic abuse. |
| Affiliated club | Affiliated club means a subsidiary group officially associated with Maroondah Volleyball |
| Child | Child means a person who is under the age of 18. |
| Child abuse | Child abuse involves conduct which puts a child at risk of harm and may include: <ul style="list-style-type: none"> • physical abuse, which occurs when a child has suffered, or is at risk of suffering, non-accidental physical trauma or injury. This may include, but is not limited to, hitting, shaking or other physical harm; giving a child alcohol or drugs; or training that exceeds the child’s development or maturity. • sexual abuse, which occurs when an adult, other child, or adolescent uses their power or authority to involve a child in a sexual activity or any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography, including child pornography, or inappropriate touching or conversations). • emotional abuse, which occurs when a child’s social, emotional, cognitive or intellectual development is impaired or threatened. Emotional abuse can include, but is not limited to, emotional deprivation due to persistent rejection or criticism, hostility, teasing/bullying, humiliation, taunting, sarcasm, yelling, name-calling or placing unrealistic expectations on a child. • neglect, which occurs when a child’s basic necessities of life are not met and their health and development are affected. Basic needs include food, water, shelter, adequate clothing, personal hygiene, timely provision of medical treatment and adequate supervision. |
| Complaint | Complaint is a statement in which you express dissatisfaction with a particular situation. |
| Complainant | Complainant means the person making a complaint. |
| Complaint | Complaint handler/manager means the person appointed under this policy |

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handler/manager to investigate a complaint.

Discrimination Discrimination occurs when someone is treated (or is proposed to be treated) unfairly or less favourably than another person in the same or similar circumstances because of one of the personal characteristics covered by anti-discrimination laws. This is known as direct discrimination. Indirect discrimination occurs when there is (or is proposed) an unreasonable requirement, condition or practice that seems to treat everyone equally, but which has or is likely to have the effect of disadvantaging persons with a personal characteristic covered by anti-discrimination laws.

In Australia, it is against the law to discriminate against someone because of:

- age
- sex or gender
- gender identity
- intersex status
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration
- disability, mental and physical impairment
- family/carer responsibilities, status as a parent or carer
- marital status
- pregnancy, potential pregnancy, breastfeeding
- sexual orientation and gender identity
- physical features
- irrelevant medical record
- irrelevant criminal record, spent convictions
- political beliefs or activities
- religion, religious beliefs or activities
- national extraction or social origin
- lawful sexual activity
- profession, trade, occupation or calling
- member of association or organisation of employees or employers, industrial activity, trade union activity
- defence service
- personal association with someone who has, or is assumed to have, any of the above characteristics

Examples of discrimination are available on the Play by the Rules website: www.playbytherules.net.au/legal-stuff/discrimination

Some exceptions to state, territory and federal anti-discrimination law apply, including exceptions for sporting activities, such as:

- holding a competitive sporting activity for a specific age or age group (e.g. only those who are under the age of 15 years);
- excluding people on the basis of their 'excluding people on the basis

of their sex and/or gender identity status from participation in a competitive sporting activity where the strength, stamina or physique of competitors is relevant to the specific activity (note that this does not apply to activity by children who are under the age of 12 years); and

- not selecting a participant if the person's disability means he or she is not reasonably capable of performing the actions reasonably required for that particular sporting activity.

Harassment

Harassment is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person harassed. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law, such as a person's race, sex, pregnancy, marital status or sexual orientation (see the list under "Discrimination").

Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify people on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability (see also "Vilification").

Member

Member means a member of Maroondah Volleyball.

Member Protection Information Officer

Member Protection Information Officer means a person appointed by Maroondah Volleyball to be the first point of contact for a person reporting an issue or a complaint under, or a breach of, this policy.

Procedural fairness

Procedural fairness requires that:

- the respondent knows the full details of what is being said against him or her and they have the opportunity to respond;
- no person may judge their own case; and
- the decision-maker(s) must be unbiased, fair and just.

Police check

Police check means a national criminal history record check conducted as a pre-employment, pre-engagement or current employment background check on a person.

Policy

Policy, policy and this policy means this Member Protection Policy

Respondent

Respondent means the person whose behaviour is the subject of the complaint.

Role-specific codes of conduct (or behaviour)

Role-specific codes of conduct (or behaviour) means standards of conduct required of people holding certain roles in our organisation (e.g. coaches, officials, referees).

Sexual

Sexual harassment means unwelcome behaviour of a sexual nature which

harassment could reasonably be expected to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwelcome physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment does not have to be intentional.

Sexual offence Sexual offence means a criminal offence involving sexual activity or acts of indecency. Because of differences under state and territory laws, this can include but is not limited to:

- rape
- indecent assault
- sexual assault
- assault with intent to commit sexual acts
- incest
- sexual penetration of child under the age of 16 years
- indecent act with child under the age of 16 years
- sexual relationship with child under the age of 16 years
- sexual offences against people with impaired mental functioning
- abduction and detention
- procuring sexual penetration by threats or fraud
- procuring sexual penetration of child under the age of 16 years
- bestiality
- soliciting a child under the age of 16 years to take part in an act of sexual penetration, or an indecent act
- promoting or engaging in acts of child prostitution
- obtaining benefits from child prostitution
- possession of child pornography
- publishing child pornography and indecent articles.

Sexual orientation The term 'sexual orientation' refers to a person's emotional or sexual attraction to another person, including, amongst others, the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same sex attracted.

Gender identity: The term 'gender identity' refers to a person's deeply held internal and individual sense of gender.

Gender expression: The term 'gender expression' refers to the way in which a person externally expresses their gender or how they are perceived by others.

Intersex: The term 'intersex' refers to people who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.

Transgender Transgender 'Transgender' is an umbrella term that refers to a person whose gender identity is different to their physical sex as recorded at birth. Transitioning refers to the process where a transgender person


commences living as a member of another sex. This is sometimes referred to as the person 'affirming' their gender because transitioning means they start living in what they identify as their true gender. For people who are transitioning/affirming their gender, having their identity fully recognised in all areas of life is a crucial part of the experience of living as their affirmed gender.

Victimisation

Victimisation means treating someone unfairly or unfavourably, or threatening to do so, because that person has, or intends to, pursue their right to make any complaint, including a complaint under government legislation (e.g. anti-discrimination legislation) or under this policy, or for supporting another person to make complaint.

Vilification

Vilification means behaviour that occurs in public which incites hatred towards, serious contempt for, or revulsion or severe ridicule of a person or group of people because that person or persons have a particular personal characteristic. Anti-discrimination laws in Australia make it unlawful to vilify a person or group of persons on the basis of race, religion, homosexuality, transgender status and HIV/AIDS status.

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PART B. CODES OF BEHAVIOUR

We seek to provide a safe, fair and inclusive environment for everyone involved in our organisation and in our sport.

To achieve this, we require certain standards of behaviour by players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Our codes of behaviour are underpinned by the following core values.

- To act within the rules and spirit of our sport.
- To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment.
- To prioritise the safety and well-being of children and young people involved in our sport.
- To encourage and support opportunities for participation in all aspects of our sport.

ATTACHMENTS **REFERENCES??**

- Maroondah Volleyball Child Safe Code of Conduct
- Maroondah Volleyball Junior Players Code of Behaviour
- Maroondah Volleyball Senior Players Code of Behaviour
- Maroondah Volleyball Coaches Code of Behaviour
- Maroondah Volleyball Officials Code of Behaviour
- Maroondah Volleyball Parent & Guardian Code of Behaviour

PART C. EMPLOYMENT SCREENING / WORKING WITH CHILDREN CHECK REQUIREMENTS

We are committed to providing a safe environment for children. As part of this, we will recruit staff and volunteers who do not pose a risk to children.

Employment screening and Working with Children Checks can involve criminal history checks, signed declarations, referee checks and other appropriate checks that assess a person's suitability to work with children and young people.

Working with Children Check laws are currently in place in New South Wales, Queensland, Western Australia, Victoria, the Northern Territory, the Australian Capital Territory, Tasmania and South Australia.

Maroondah Volleyball, including our state associations and clubs, will meet the requirements of the relevant state or territory Working with Children Check laws.

Individuals travelling with children and young people to another state or territory in a work-related capacity must comply with the screening requirements of that particular state or territory.

Appendix C.1 Member Protection Declaration

Maroondah Volleyball has a duty of care to all those associated with our organisation and to the individuals and organisations to whom this policy applies. It is a requirement of our Member Protection Policy that we check the background of each person who works, coaches or has regular unsupervised contact with children and young people under the age of 18 years.

I
(name)

of
(address)

Date of birth:/...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence, drug use or selling of drugs
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence or drug use
4. I am not currently serving a sanction for an anti-doping rule violation under an Australian Sports Anti-Doping Authority (ASADA) approved anti-doping policy applicable to me.
5. I will not participate in, facilitate or encourage any practice prohibited by the World Anti-Doping Agency Code or any other ASADA approved anti-doping policy applicable to me.
6. To my knowledge, there is no other matter that Maroondah Volleyball may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
7. I will notify the Member Protection Officer of the organisation/s engaging me immediately upon becoming aware that any matter set out above has changed.

Declared in the state/territory of

on/...../.....(date) Signature


Consent of parent/guardian (on behalf of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:

Signature:

Date:

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Appendix C.2 Working with Children Check Requirements

Working with Children Checks aim to create a child-safe environment and to protect children and young people involved in our sport from physical and sexual harm.

They 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.

Working with Children Check requirements vary across Australia, for more information visit the Play By the Rules website: www.playbytherules.net.au

Detailed information, including the forms required to complete a Working with Children Check, are available from the relevant agencies in each state and territory.

Victoria

Contact the Department of Justice

Phone: **1300 652 879**

Website: www.workingwithchildren.vic.gov.au

Travelling to other states or territories

It is important to remember that when travelling to other states or territories, representatives of sporting organisations must comply with the legislative requirements of that particular state or territory.

In certain jurisdictions, temporary, time limited exemptions from working with children checks may be available for interstate visitors with a Working with Children Check in their home state.

The laws providing interstate exemptions are not consistent across Australia.


If an employee or volunteer for your organisation is travelling interstate to do work that would normally require a working for children check, you will need to check the relevant requirements of that state or territory.

Australian Capital Territory

Contact Access Canberra

Phone: **13 22 81**

Website: <https://www.accesscanberra.act.gov.au>

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New South Wales

Contact the Office of the Children’s Guardian Phone: **02 9286 72719**

Website: www.kidsguardian.nsw.gov.au

Northern Territory

Contact the Safe NT Phone: **1800 723 368**

Website: <http://www.pfes.nt.gov.au/Police/Community-safety/SAFE-NT.aspx>

Queensland

Contact the Queensland Government Blue Card Services Phone: **1800 113 611**

Website: www.bluecard.qld.gov.au

South Australia

Contact the Department of Human Services Phone: **1300 321 592**

Website: <https://screening.dcsi.sa.gov.au>

National Police Check: www.police.sa.gov.au/services-and-events/apply-for-a-police-record-check

Tasmania


Contact the Department of Justice Phone: **1300 13 55 13**

Website: www.justice.tas.gov.au/working_with_children

Western Australia

Department of Communities – Child Protection and Family Support Phone: **1800 883 979**

Website: www.workingwithchildren.wa.gov.au

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PART D. COMPLAINT HANDLING PROCEDURES

We will deal with all complaints in a fair, timely and transparent manner. All complaints will be treated seriously.

We will provide individuals with an informal and informal process to resolve the matter, along with access to an external complaint handling body, based on the nature of the complaint and our rules and regulations.

We also provide an appeals process for those matters.

We will maintain confidentiality where possible and as provided in this policy and seek to ensure that no one is victimised for making, supporting or providing information about a complaint.

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Appendix D.1 COMPLAINTS PROCEDURE

Maroondah Volleyball is committed to supporting people associated with our sport to make and resolve any complaints they may have in a fair, timely and effective way.

We will endeavour to deal with complaints on a confidential basis. We will not provide information about the complaint to another person without the complainant's consent, except if the law requires us disclose this information or it is necessary to properly deal with the complaint. To ensure fairness for everyone involved, we will provide the full details of the complaint to the person or people against whom the complaint has been made and ask for their response. As a result, it may be difficult for us to resolve complaints made anonymously.

We will provide **informal and formal procedures** to deal with complaints. Individuals and organisations can also make **complaints to external organisations** under anti-discrimination, child protection and other relevant laws.

Informal approaches

Step 1: Talk with the other person (if safe, reasonable and appropriate)

If you feel confident and comfortable to do so, you can approach the other person to discuss the issues and try and resolve the problem directly.

Step 2: Contact a Member Protection Information Officer

We encourage you to talk with one of our Member Protection Information Officers (MPIOs) if:

- step 1 (above) is not appropriate;
- you are not sure how to handle the problem by yourself;
- you want to talk confidentially with someone and find out what options are available to address your concern; or
- the concern continues after you approached the other person.

The names and contact details for our MPIOs will be made available to you by either calling 0407691197 or you can find the details on our website.


The MPIO will:

- ask how you would like your concern to be resolved and if you need support
- seek to provide different options for you to address your concern
- act as a support person, if you wish
- refer you to an appropriate person (e.g. a mediator) to help you address your concern, if appropriate
- inform the relevant government authorities and/or police, if required by law to do so
- where possible and appropriate, maintain confidentiality.

Step 3: Decide how to address your concern

After talking with the MPIO, you may decide:

- there is no problem;
- the problem is minor and you do not wish to take the matter forward;
- to try and resolve the problem yourself, with or without a support person;
- to resolve the problem with the help of someone impartial, such as a mediator; or
- to resolve the matter through a formal process.

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Formal approaches

Step 4: Making a formal complaint

If it is not possible or appropriate to resolve your complaint through an informal process, you may:

- make a formal complaint in writing to the Secretary, who will then lodge it with the Complaint Manager
- approach a relevant external agency, such as an anti-discrimination or equal opportunity commission, for advice and assistance.

After receiving a formal complaint, and based on the material you provide, the Complaint Manager will decide whether:

- he or she is the most appropriate person to receive and handle the complaint;
- the nature and seriousness of the complaint requires a formal resolution procedure;
- to refer the complaint to mediation;
- to appoint a person to investigate the complaint;
- to refer the complaint to a tribunal hearing;
- to refer the matter to the police or other appropriate authority; and/or
- to implement any interim arrangements that will apply until the complaint process is completed.

In dealing with your formal complaint, the Complaint Manager will take into account:

- whether he or she has had any personal involvement in the circumstances and if so, whether it is appropriate someone else should handle the complaint;
- your wishes, and the wishes of the respondent, regarding how the complaint should be handled;
- the relationship between you and the respondent (e.g. an actual or perceived power imbalance between you and the respondent);
- whether the facts of the complaint are in dispute; and
- the urgency of the complaint, including the possibility that you might face further unacceptable behaviour while the complaint process is underway.


If the Complaint Manager is the appropriate person to handle the complaint, he or she will, where appropriate and/or necessary:

- provide the information received from you to the other person(s) involved and ask for a response;
- decide if there is enough information to determine whether the matter alleged in your complaint did or did not occur; and/or
- determine what, if any, further action to take, including referring the matter for investigation or disciplinary action in accordance with this policy.

Step 5: Investigating the complaint

In some cases, an investigation may be required to determine the facts surrounding the complaint. Our investigations procedure is outlined in Attachment D3.

Following the investigation, a written report will be provided to the Committee.

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- If the complaint is referred to mediation, we will follow the steps outlined in Attachment D2 or as agreed by you, the respondent and the mediator.
- If the complaint is referred to a tribunal hearing, the hearing will be conducted according to the steps outlined in Attachment D4.
- If the complaint is referred to the police or another external agency, we will endeavour to provide all reasonable assistance required by the police or the agency.

Step 6: Reconsidering a complaint or appealing a decision

If the matter is referred to mediation and is not resolved at mediation, you may request that the Complaint Manager reconsiders the complaint in accordance with Step 3.

In accordance with the Maroondah Volleyball's rules you or the respondent(s) may also appeal a decision by lodging an appeal to the Tribunal. A decision made by the Tribunal is final and cannot be appealed. The grounds and process for appeals are set out in Attachment D4.

Step 7: Documenting the resolution

The Complaint Manager or the Tribunal will record the complaint, the steps taken to resolve it and the outcome. This information will be stored in a confidential and secure place. If the complaint was dealt with at the state/district level, the information will be stored by the state association. If the matter is of a serious nature, or if it was dealt with at the national level, the information will be stored by Maroondah Volleyball and a copy stored by the state association.

Approaching external organisations

If you feel that you have been harassed or discriminated against, you can seek advice from your state or territory anti-discrimination or equal opportunity commission. There is no obligation to make a formal complaint. However, if the commission advises you that the issues appear to be within its jurisdiction, you may choose to lodge a formal complaint with the commission.


The commission may investigate your complaint. The commission may also attempt to conciliate the complaint on a confidential basis. If this fails, or if it is not appropriate, the complaint may go to a formal hearing. The tribunal will make a finding and decide what action, if any, will be taken.

If you do lodge a complaint with the commission, an appropriate person from our organisation (e.g. an MPIO) will be available to support you during the process. You may also wish to have a legal representation, particularly if the complaint goes to a formal hearing.

Contact details for the state and territory anti-discrimination and equal opportunity commissions are available on the Play by the Rules website:

<http://www.playbytherules.net.au/resources/quick-reference-guide>.

** Serious incidents, such as assault or sexual assault, should be reported to the police.

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Appendix D.2 **MEDIATION**

Mediation is a process that seeks to resolve complaints with the assistance of an impartial person – the mediator.

The mediator does not decide who is right or wrong and does not tell either side what they must do. Instead, he or she helps those involved to discuss the issues and seeks to facilitate a mutually agreeable solution.


Our approach to mediation follows the steps set out below.

1. The Committee will appoint an appropriate mediator to help resolve the complaint. This will be done under the direction of Maroondah Volleyball and in consultation with the complainant and the respondent(s). The mediator will be an independent person in the context of the complaint, however this does not preclude a person with an association with Maroondah Volleyball acting as mediator.
2. The mediator will talk with the complainant and respondent(s) about how the mediation will take place and who will participate. At a minimum, the mediator will prepare an agenda of issues to be discussed.
3. All issues raised during mediation will be treated confidentially. We also respect the rights of the complainant and the respondent(s) to pursue an alternative process if the complaint is not resolved.
4. If the complaint is resolved by mediation, where appropriate the mediator may seek to ensure the parties execute a document that sets out the agreement that has been reached. This agreement will be signed by the complainant and the respondent(s). We expect the parties involved to respect and comply with the terms of the agreement.
5. If the complaint is not resolved by mediation, the complainant may:
 - write to the President to request that the Complaint Manager reconsider the complaint; and
 - approach any relevant external agency, such as an anti-discrimination or equal opportunity commission, to resolve the matter.

We recognise that there are some situations where mediation may not be appropriate, including:

- when the people involved have completely different versions of the incident;
- when one or both parties are unwilling to attempt mediation;

- when there is a real or perceived power imbalance between the people involved;
- matters that involve serious allegations.

| | | |
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Appendix D.3 INVESTIGATION PROCESS

There will be times when a complaint will need to be investigated and information gathered.

An investigation helps determine the facts relating to the incident, if requested, and can make recommendations as to possible findings and next steps.

Any investigation we conduct will be fair to all people involved. The investigation process will be undertaken by an unbiased person.


If we decide that a complaint should be investigated, we will follow the steps outlined below.

1. We will provide a written brief to the investigator that sets out the terms of engagement and his or her roles and responsibilities.
2. The investigator may:
 - interview the complainant and record the interview in writing;
 - provide full details of the complaint to the respondent(s) so that they can respond
 - interview the respondent(s) to allow them to answer the complaint and record the interview in writing;
 - obtain statements from witnesses and collect other relevant evidence;
 - make a finding as to whether the complaint is:
 - substantiated (there is sufficient evidence to support the complaint)
 - inconclusive (there is insufficient evidence either way);
 - unsubstantiated (there is sufficient evidence to show that the complaint is unfounded);
 - mischievous, vexatious or knowingly untrue.
 - provide a report to the Complaint Manager or the Tribunal documenting the complaint, the investigation process, the evidence,) and, if requested, any findings and recommendations.
3. We will provide a report to the complainant and the respondent(s) documenting the complaint, the investigation process and summarising key points from the investigation.
4. The complainant and the respondent(s) will be entitled to support throughout this process from their chosen support person or adviser (e.g. Member Protection Information Officer or other person).

Appendix D.4 TRIBUNAL PROCEDURES AND PENALTY RECOMMENDATIONS

Need to amend document to
include new officials, e.g. MPIO
and Complaints Manager

| | |
|----------------------|------------------|
| President – | Chris Gordon |
| Vice President – | Heikki Harli |
| Secretary – | Catherine Gordon |
| & MPIO | |
| Treasurer - | David Fuller |
| Committee – | Amelia Dell |
| | Rod Hutchins |
| | Olivia Szlaya |
| Head Coach – | Bill McHoul |
| Complaints Manager – | Geoff Moss |

| | | |
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PART E. REPORTING REQUIREMENTS AND DOCUMENTS/FORMS

We will ensure that all the complaints we receive, both formal and informal, are properly documented. This includes recording how the complaint was resolved and the outcome of the complaint.

This information, and any additional records and notes, will be treated confidentially (subject to disclosure required by law or permitted under this policy) and stored in a secure place.

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

We will ensure that everyone who works with our organisation in a paid or unpaid capacity understands how to appropriately receive and record allegations of child abuse and neglect and how to report those allegations to the relevant authorities in their state or territory.

ATTACHMENTS

- Attachment E1: Record of informal complaint
- Attachment E2: Record of formal complaint
- Attachment E3: Tribunal Report Form
- Attachment E4: Handling an allegation of child abuse
- Attachment E5: Confidential record of child abuse allegation

Appendix E.1 RECORD OF INFORMAL COMPLAINT

| | | |
|---|--|----------------------|
| Name of person receiving complaint | | Date: ___/___/___ |
| Complainant | Name: _____ | |
| | <input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18 | |
| 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"/> Official <input type="checkbox"/> Other: _____ | |
| Person complained about (Respondent) | Name: _____ | |
| | <input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18 | |
| When/where did the incident take place? | | |

What are the facts relating to the incident, as stated by complainant?

(If further space is required, attach the information to this form.)

Nature of complaint (category / basis / grounds)

Tick more than one box if necessary

- | | | |
|--|--|---|
| <input type="checkbox"/> Harassment | <input type="checkbox"/> Discrimination | |
| <input type="checkbox"/> Sexual/sexist | <input type="checkbox"/> Selection dispute | <input type="checkbox"/> Coaching methods |
| <input type="checkbox"/> Sexuality | <input type="checkbox"/> Personality clash | <input type="checkbox"/> Verbal abuse |
| <input type="checkbox"/> Race | <input type="checkbox"/> Bullying | <input type="checkbox"/> Physical abuse |
| <input type="checkbox"/> Religion | <input type="checkbox"/> Disability | <input type="checkbox"/> Victimisation |
| <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Child Abuse | <input type="checkbox"/> Unfair decision |
| <input type="checkbox"/> Other: _____ | | |

What does the complainant want to happen to resolve the issue?

What other information has the complainant provided?

What is the complainant going to do now?

This record and any notes must be kept confidential and secure. If the issue becomes a formal complaint, this record is to be given to the Complaint Manager.

Appendix E.2 RECORD OF FORMAL COMPLAINT

| | | |
|--------------------------------------|--|--|
| Complainant | Name: _____ <input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18 | Date Formal Complaint Received: ___/___/___ |
| Complainant's contact details | Phone: _____ Email: _____ | |
| Complainant's role/position | <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"/> Official <input type="checkbox"/> Other: _____ | |
| Person complained about (Respondent) | Name: _____ <input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18 | |
| Respondent's role/position | <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"/> Official <input type="checkbox"/> Other: _____ | |
| Location/event of alleged incident | | |
| Description of alleged incident | | |

| | |
|--|---|
| <p>Nature of complaint (category / basis / grounds)</p> <p>Tick more than one box if necessary</p> | <p> <input type="checkbox"/> Harassment <input type="checkbox"/> Discrimination <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods <input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse <input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation <input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision <input type="checkbox"/> Other: _____ </p> |
| <p>Methods (if any) of attempted informal resolution</p> | |
| <p>Formal resolution procedures followed (outline)</p> | |
| <p>If investigated: (If insufficient space, attach additional documentation)</p> | <p>Finding:</p> |

| | |
|--|---|
| <p>If heard by Tribunal: (If insufficient space, attach additional documentation)</p> | <p>Decision:</p> <p>Action recommended:</p> |
| <p>If mediated: (If insufficient space, attach additional documentation)</p> | <p>Date of mediation: ___/___/___</p> <p>Both/all parties present <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>(Comment, if any)</p> <p>Agreement:</p> <p>Any other action taken:</p> |
| <p>If decision was appealed (If insufficient space, attach additional documentation)</p> | <p>Decision:</p> <p>Action recommended:</p> |
| <p>Resolution</p> | <p><input type="checkbox"/> Less than 3 months to resolve</p> <p><input type="checkbox"/> Between 3 – 8 months to resolve</p> <p><input type="checkbox"/> More than 8 months to resolve</p> |
| <p>Completed by</p> | <p>Name: _____</p> <p>Position: _____</p> <p>Signature: _____ Date: ___/___/___</p> |
| <p>Signed by:</p> | <p>Complainant: _____</p> <p>Respondent: _____</p> |

This record and any notes must be kept confidential and secure. If the complaint is of a serious nature, or if it is taken to and/or dealt with at the national level, the original record must be provided to Volleyball Australia and a copy kept with the organisation where the complaint was first made.

**Appendix E.3 MAROONDAH VOLLEYBALL
TRIBUNAL REPORT FORM**

| | |
|--|-----------------------|
| Date and Time of Incident: | Location of Incident: |
| Name of Person(s) on Report: | |
| Names of MV Members that raised the complaint to the official (Committee or Court Manager): | |
| Name(s) of witness. Official is required to advise witness that they may be called to give evidence – it is not necessarily a right | |
| Provide a summary of events, ensuring to capture all relevant details known. Be as clear as possible as this account will be used by the investigating officer and/or at the hearing. Use an additional sheet if more space is required. | |



MEMBER PROTECTION POLICY

MV001


Version: 1.0

Effective: August 2019

Official making report:

(print name)

(date)

| | | |
|---|---------------------------------|------------------------|
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Appendix E.4 PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE

If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

Fact sheets on reporting allegations of child abuse in different states and territories are available at www.playbytherules.net.au

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with Maroondah Volleyball in a paid or unpaid capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.


Step 1: Receive the allegation

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

| Do | Don't |
|---|---|
| Make sure you are clear about what the child has told you | Do not challenge or undermine the child |
| Reassure the child that what has occurred is not his or her fault | Do not seek detailed information, ask leading questions or offer an opinion. |
| Explain that other people may need to be told in order to stop what is happening. | Do not discuss the details with any person other than those detailed in these procedures. |
| Promptly and accurately record the discussion in writing. | Do not contact the alleged offender. |

Step 2: Report the allegation

- Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm, to the police and/or the relevant child protection agency. You may need to make a report to both.
- Contact the relevant child protection agency or police for advice if there is **any** doubt about whether the allegation should be reported.
- If the allegation involves a person to whom this policy applies, then also report the allegation to the President of Maroondah Volleyball, or his representative, so that he or she can manage the situation.

| | | |
|--|---------------------------------|------------------------|
|  | MEMBER PROTECTION POLICY | |
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Step 3: Protect the child and manage the situation

- The President, or his representative, will assess the immediate risks to the child and take interim steps to ensure the child's safety and the safety of any other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending him or her until any investigations have been concluded. Legal advice should be sought before any interim steps are made if the person is an employee of Maroondah Volleyball.
- The President, or his representative, will consider what services may be most appropriate to support the child and his or her parent/s.
- The President, or his representative, will consider what support services may be appropriate for the alleged offender.
- The President, or his representative, will seek to put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

Step 4: Take internal action

- At least three different investigations could be undertaken to examine allegations that are made against a person to whom this policy applies, including:
 - a criminal investigation (conducted by the police)
 - a child protection investigation (conducted by the relevant child protection agency)
 - a disciplinary or misconduct inquiry/investigation (conducted by Maroondah Volleyball).
- Maroondah Volleyball will assess the allegations and determine what action should be taken in the circumstances. Depending on the situation, action may include considering whether the alleged offender should return to his or her position, be dismissed, banned or suspended or face other disciplinary action.
- If disciplinary action is undertaken, we will follow the procedures set out in Clause 9 of our Member Protection Policy.
- Where required we will provide the relevant government agency with a report of any disciplinary action we take.
- Contact details for advice or to report an allegation of child abuse

Australian Capital Territory

| | |
|---|---|
| ACT Police Non-urgent police assistance Ph: 131 444 www.afp.gov.au | Office for Children, Youth and Family Services http://www.communityservices.act.gov.au/ocyfs/reporting-child-abuse-and-neglect Ph: 1300 556 729 |
|---|---|

New South Wales

| | |
|---|--|
| New South Wales Police Non-urgent police assistance Ph: 131 444 www.police.nsw.gov.au | Department of Family and Community Services www.community.nsw.gov.au Ph: 132 111 |
|---|--|

Northern Territory

| | |
|--|---|
| Northern Territory Police Non-urgent police assistance Ph: 131 444 www.pfes.nt.gov.au | Department of Children and Families www.childrenandfamilies.nt.gov.au Ph: 1800 700 250 |
|--|---|

Queensland

| | |
|--|---|
| Queensland Police Non-urgent police assistance Ph: 131 444 www.police.qld.gov.au | Department of Communities, Child Safety and Disability Services www.communities.qld.gov.au/childsafety Ph: 1800 811 810 |
|--|---|

South Australia

| | |
|---|---|
| South Australia Police Non-urgent police assistance Ph: 131 444 www.sapolice.sa.gov.au | Department for Education and Child Development www.families.sa.gov.au/childsafe Ph: 131 478 |
|---|---|

Tasmania

| | |
|--|---|
| Tasmania Police Non-urgent police assistance Ph: 131 444 www.police.tas.gov.au | Department of Health and Human Services www.dhhs.tas.gov.au/children Ph: 1300 737 639 |
|--|---|

Victoria

| | |
|---|---|
| Victoria Police Non-urgent police assistance Ph: (03) 9247 6666 www.police.vic.gov.au | Department of Human Services www.dhs.vic.gov.au Ph: 131 278 |
|---|---|

Western Australia

| | |
|---|--|
| Western Australia Police Non-urgent police assistance Ph: 131 444 www.police.wa.gov.au | Department for Child Protection and Family Support www.dcp.wa.gov.au Ph: (08) 9222 2555 or 1800 622 258 |
|---|--|

Appendix E.5 CONFIDENTIAL RECORD OF CHILD ABUSE ALLEGATION

Before completing, ensure the procedures outlined in attachment E.3 have been followed and advice has been sought from the relevant government agency and/or police.

| | | |
|---|--|--|
| Complainant's Name (if other than the child) | | Date Formal Complaint Received: ----/----/----- |
| Role/status in sport | | |
| Child's name | | Age: |
| Child's address | | |
| Person's reason for suspecting abuse (e.g. observation, injury, disclosure) | | |
| Name of person complained about | | |
| Role/status in sport | <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"/> Official <input type="checkbox"/> Other: _____ | |
| Witnesses (if more than 3 witnesses, attach details to this form) | Name (1): _____ | |
| | Contact details: _____ | |
| | Name (1): _____ | |
| | Contact details: _____ | |
| Interim action (if any) taken to ensure child's safety and/or to support needs of person complained about | Name (1): _____ | |
| | Contact details: _____ | |

| | | |
|--|------------------|-------|
| <p>Police contacted</p> <p>(If insufficient space, attach additional documentation)</p> | Who: _____ | |
| | When: _____ | |
| | Advice provided: | |
| <p>Government agency contacted</p> <p>(If insufficient space, attach additional documentation)</p> | Who: _____ | |
| | Agency: _____ | |
| | When: _____ | |
| Advice provided: | | |
| <p>President and/or MPIO contacted</p> | Who: _____ | |
| | When: _____ | |
| <p>Police and/or government agency investigation</p> <p>(If insufficient space, attach additional documentation)</p> | Finding: | |
| | | |
| <p>Internal investigation (if any)</p> <p>(If insufficient space, attach additional documentation)</p> | Finding: | |
| | | |
| <p>Action taken</p> <p>(If insufficient space, attach additional documentation)</p> | | |
| | | |
| <p>Completed by</p> | Name: | _____ |
| | Position: | _____ |
| | Signature: | _____ |
| <p>Complainant Signature (If not child)</p> | _____ | |

Note: This record and any notes must be kept in a confidential and safe place and provided to the relevant authorities (police and government) should they require them.