

MU Sport Member Protection Policy		01
Lead Program Area	Management Group	
Key Interfaces	Management Group, Coaching Panel, Players	
Policy Application	All of Club	

Purpose

The objective of the Melbourne University Sport (MU Sport) Member Protection Policy is to maintain responsible behaviour by affiliated clubs, club members & supporters. It outlines the clubs' commitment to a person's right to be treated with respect & dignity, & to be safe & protected from abuse. This policy informs everyone involved in MU Sport clubs of his or her legal & ethical rights & responsibilities & the standards of behaviour that are required.

Who the Policy Applies To

Melbourne University Lightning Netball Club is affiliated with the University of Melbourne & as such is bound to comply with the Melbourne University Sport Member Protection Policy.

The policy applies to everyone involved in affiliated clubs including committee members, administrators, coaches, officials (umpires/referees/judges), players, parents & spectators.

Extent of the Policy

The policy covers unfair decisions (e.g. team selection) & actions, breaches of the MU Sport Club & Club Member Code of Behaviour including behaviour that occurs at practice, in the club rooms, at social events organised or sanctioned by the club, & on away & overnight trips.

Club Responsibilities

The club will:

- implement & comply with the MU Sport Member Protection Policy;
- promote the MU Sport Member Protection Policy to everyone involved in the club;
- promote & model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under the MU Sport Member Protection Policy promptly, fairly, & confidentially.

Individual Responsibilities

Everyone associated with the club must:

- comply with the standards of behaviour outlined in the MU Sport Member Protection Policy;
- treat others with respect;
- be responsible & accountable for their behaviour;
- follow the guidelines outlined in the MU Sport Member Protection Policy if they wish to make a complaint or report a concern about possible discrimination, harassment or other inappropriate behaviour.

MU Sport Responsibilities

MU Sport will:

- promote the MU Sport Member Protection Policy to all affiliated clubs;
- review & promote the MU Sport Club & Club Member Codes of Behaviour;
- assist clubs with mediation where a grievance or complaint has been made (where requested by the club)
- request clubs undertake an investigation of a member or members where a breach of the Member Protection Policy for Clubs & Club Members is believed to have occurred

- implement the MU Sport Club & Club Member Grievance Procedure where a previous club grievance has not been resolved

Codes of Behavior

Clubs will ensure that the MU Sport Club & Club Member Code of Behavior that specify standards of behavior when playing, training or taking part in club-sanctioned activities are enforced always.

Anti-harassment, Discrimination & Bullying

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

Clubs will take all claims of harassment, discrimination, bullying & cyber bullying seriously. The club encourages anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Responding to Complaints).

People with a Disability

Where possible clubs will include people with a disability & will make reasonable adaptations (e.g. modifications to equipment & rules) to enable participation.

People from Diverse Cultures

Clubs will support & respect people from diverse cultures & religions to participate in club activities & where possible will accommodate requests for flexibility (e.g. modifications to uniforms).

Sexual & Gender Identity

All people, regardless of their sexuality will be welcome at affiliated clubs. Clubs will strive to provide a safe environment for participation & will take action over any homophobic behaviour.

Pregnancy

Pregnant women should be aware that their own health & wellbeing, & that of their unborn children, should be of utmost importance in their decision making about the way they participate. Clubs will recommend pregnant women consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, & ensure that they make informed decisions about participation. Policies specific to some sporting competitions may apply.