



SUNSHINE HEIGHTS CRICKET CLUB

MEMBER PROTECTION POLICY

RATIONALE AND PURPOSE

1. The Sunshine Heights Cricket Club is committed to fair and safe play in the field of cricket.
2. The Sunshine Heights Cricket Club is committed to providing a sport and work environment free of discrimination and harassment (sexual or otherwise), where individuals are treated with respect and dignity, and where children are protected from abuse. The Sunshine Heights Cricket Club will not tolerate behaviour which constitutes abuse, discrimination or harassment under any circumstances and will take disciplinary action against anyone who breaches the Member Protection Policy.
3. **This** Member Protection Policy aims to provide the best possible environment in which its members, service providers and volunteers, Sunshine Heights Cricket Club can excel and discharge their responsibilities to ensure the peak performance of all teams, competitions and programs.



CODE OF CONDUCT

Understanding Responsibilities

- Encouraging Appropriate Behaviours

GENERAL RESPONSIBILITIES

Sunshine Heights Cricket Club expects all members, service providers and volunteers will abide by the following Code of Conduct. With regard to abuse, discrimination and harassment such members will:

1. not knowingly discriminate against, abuse, harass, ridicule or embarrass anyone covered by this Code of Conduct;
2. be fair, considerate and honest in all dealings with others;
3. treat all persons with respect, dignity and proper regard for their rights and obligations;
4. respect the privacy of other persons;
5. act at all times in a fair and sporting manner and in such a way as to ensure good relations within and between teams and other organisations;
6. not engage in excessive sledging during competition;
7. discourage people not associated with the team from fraternising with team members during tournament, competitions and events, without the express authority of team management;
8. ensure that all under-age team members be accompanied and/or observed during sporting and associated activities;
9. refrain from intimate relations with members whom they have a supervisory role or power over;



10. refrain from any form of victimisation towards others;
11. conduct themselves in a proper manner to the complete satisfaction of Sunshine Heights Cricket Club and its delegates, so as not to bring themselves, Sunshine Heights Cricket Club or the team into public disrepute or censure;
12. not disclose to any unauthorised person or organisation information that is of a confidential or privileged nature concerning the team or an individual connected with the team or Sunshine Heights Cricket Club;
13. not promote, or pass on, exchange or publish information whereby that information may be of a confidential, offensive, scandalous, unsubstantiated or derisive type;
14. understand the possible consequences of breaching the Sunshine Heights Cricket Club Member Protection Policy;
15. immediately report any breaches of the Sunshine Heights Cricket Club Member Protection Policy to the appropriate authority.

The following *specific guidelines* should also be followed.

ADMINISTRATORS' RESPONSIBILITIES

Administrators will ensure that:

1. Sunshine Heights Cricket Club provides and promote an environment free from abuse, discrimination and harassment in relation to its membership eligibility, its provision of goods and services if appropriate;
2. Sunshine Heights Cricket Club develops, distributes and implements the Member Protection Policy, and



- promotes the use of the complaints procedure contained within;
3. Sunshine Heights Cricket Club is responsible for taking all reasonable steps to prevent abuse, discrimination and harassment ensuring its position is widely known through all levels of the organisation's activities;
 4. appropriate procedures are identified to handle abuse, discrimination, harassment and other complaints;
 5. Member Protection Officers (MPOs) are identified (either internal or external to the association) to provide information and support;
 6. Member Protection Mediators (either internal or external to the club) are identified and trained to mediate/conciliate grievances;
 7. complaints shall be treated in an impartial, sensitive, fair, timely and confidential manner;
 8. abuse, discrimination and sexual harassment reporting shall be encouraged, appropriate training is provided to those who manage and implement the policy, widespread awareness and understanding of the issues are provided, and the policy and procedures are monitored and reviewed regularly.

COACHES' RESPONSIBILITIES

Coaches will:

1. agree to abide by the Club's Code of Conduct;
2. always use their position of power and authority to benefit players and Sunshine Heights Cricket Club;
3. understand what is meant by the terms abuse, discrimination, harassment, intimate relations and other terms set out in Appendices 1 and the Clubs Working with Children Policy and express this understanding in their behaviour towards all people to whom this Code of Conduct applies ;



4. make it clear to team members that any unlawful discrimination—including jokes, innuendo or sledging—based upon age, sex, race, physical or intellectual impairment, sexuality, marital status or pregnancy (or any other ground of discrimination covered by [Federal/State/Territory anti-discrimination legislation](#)) will not be tolerated;
5. be aware of players' special requirements, with the intention of reasonably accommodating them;
6. not look at, speak to or make contact with players in a manner which is unwelcome, intrusive, abusive, discriminatory or inappropriate in the circumstances;
7. avoid intimate relations with players (see Appendix 1 and the Club's Working with Children Policy — Definitions);
8. not unreasonably exclude or treat less favourably any player/athlete from playing activities or coaching activities on the basis his or her race, sex, age, marital status, sexuality, pregnancy or intellectual or physical impairment;
9. respond to members concerns or allegations of breaches of this Policy;
10. report suspect breaches of this Policy.

PLAYERS' RESPONSIBILITIES

All persons who are members of a Sunshine Heights Cricket Club team shall at all times act in a sporting manner, having regard to principles of fairness and common courtesy.

Players will:

1. understand what is meant by the terms abuse, discrimination, harassment and other terms set out in the Appendices 1 and the club's Working with Children



- policy, and express this understanding in their behaviour towards all people to whom this Code of Conduct applies;
2. co-operate with their team -mates, coach and opponents;
 3. control their temper;
 4. respect the rights dignity and worth of all participants regardless of their ability, gender or cultural background;
 5. refrain from making bullying, derogatory or demeaning remarks about other people;
 6. refrain from making racist or sexist jokes, or jokes about sexual preferences;
 7. refrain from using anti gay, anti women or racist slurs to taunt someone or to motivate better performance;
 8. not allow offensive pictures or graffiti to be visible;
 9. refrain from looking at or touching anyone in ways that make them feel uncomfortable;
 10. refrain from making uninvited sexual comments that offend, intimidate or humiliate;
 11. not discriminate against, abuse or harass anyone else;
 12. refrain from throwing tantrums on or off the field;
 13. avoid intimate relationships with their coach (see Appendices 1 and the Club's Working with Children Policy — Definitions);
 14. respond to members concerns or allegations of breaches of this Policy;
 15. report suspect breaches of this Policy.

CHILD PROTECTION

Sunshine Heights Cricket Club is committed to ensuring that the safety, welfare and well being of children is maintained at all times during their participation in activities run by members and service providers. Sunshine Heights Cricket Club aims to promote a safe environment



to children and to assist members and service providers to recognise, report and prevent child abuse. Refer the Club's Working with Children Policy and Procedures.

DISCIPLINARY ACTION

1. Disciplinary action will also be taken against anyone who victimises or retaliates against a person who has complained of abuse, discrimination or sexual harassment.
2. The discipline will depend upon the severity of the case, and may involve an apology, counselling, suspension, dismissal or any other forms of action deemed appropriate.
3. In most instances, child protection matters will have to be referred to the police or a family services authority.

CONFIDENTIALITY

The Sunshine Heights Cricket Club management and officers responsible for implementing this Member Protection Policy will keep confidential the names and details related to abuse, discrimination and/or harassment complaints, unless disclosure is necessary as part of the disciplinary or corrective process.

COMPLAINT PROCEDURES

We, Sunshine Heights Cricket Club, undertake to develop appropriate complaint procedures to deal with any complaints about breaches of this Member Protection Policy promptly, seriously, sensitively and confidentially.