

Rationale

The Mintaro Manoora Sporting Club is committed to providing an environment free from harassment, discrimination and abuse, that promotes respectful and positive behaviour and is safe for children. This policy provides a code of behaviour forming the basis of appropriate and ethical conduct which everyone must abide by. The Mintaro Manoora Sporting Club is committed to ensuring that everyone associated with the Club complies with the policy.

Purpose of Policy

The main objective of our Member Protection Policy is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of their legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

Who policy applies to

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials, volunteers, players, parents and spectators.

Responsibilities

Club Responsibilities

We will:

- make any necessary amendments to our Constitution, rules or other policies to enable this policy to be enforceable.
- implement and comply with our policy.
- promote our policy to everyone involved in our club.
- promote and model appropriate standards of behaviour.
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially.
- review this policy every 5 years.
- seek advice from, and if necessary or appropriate, refer serious issues to SA Community Football, North Eastern Football League (NEFL), Netball SA or North Eastern Netball Association (NENA).

Individual Responsibilities

Everyone associated with our club must:

- Adhere to and comply with the club policies and guidelines
[Policies - MinMan Eagles](#)
- Always place the safety and welfare of children above other considerations.
- Be responsible and accountable for their own behaviour.

Protection of Children

The Mintaro Manoora Sporting Club is committed to the safety and wellbeing of children in and around the club. With the use of current **Working with Children Checks** the club will endeavour to make a safe place for children to be. The Club acknowledges that the members and volunteers provide a valuable contribution to the positive experiences of children playing sport. The club has Guidelines for interacting with children and this should be followed at all times.

Report and Respond Appropriately to Suspected Abuse and Neglect

The Min Man Sporting Club will;

- ensure that volunteers know how, respond to and report suspected abuse and neglect to children at risk of harm.
- make all volunteers and employees aware of their responsibilities under the Children's Protection Act 1993 if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

Supervision, transport and images

Mintaro/ Manoora Sporting Club will ensure supervision of children during training and matches, outside of these times children are the responsibility of their parents.

Parents are responsible for transporting their children to training and on match day.

Good Sports Safe Transport Policy

The club acknowledges that a person must not engage in indecent filming or photography of children and adults. The club requires that members who are taking photos at the club, obtain permission from a parent or guardian before taking photos of a child that is not yours.

Anti-harassment, Discrimination and Bullying

Mintaro Manoora Sporting Club complies with all its affiliated body's Policies. SAFL League and Netball SA policies.

Netball SA: <https://sa.netball.com.au/policies>

Community Football: <https://sanfl.com.au/communityfootball/policies/>

Inclusive practices

For people with a disability, diverse cultures, gender and sexual identity, Mintaro Manoora Sporting Club complies with all of the policies of its affiliated bodies including; Community Football, SANFL, Netball SA, NENA and NEFL. These can be found.

<https://sa.netball.com.au/policies>

<https://sanfl.com.au/communityfootball/policies/>

Pregnancy

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport. We recommend pregnant women consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.

Refer to Netball SA Policy for more information.

[Netball SA Pregnancy Policy](#)

Girls playing in boys teams

If there is not a separate sex competition, our club will support girls playing in boys' teams up until the age of 14 (when federal sex discrimination law says if differences in strength, stamina and physique are relevant, then single sex competition is required). After this age our club will consider each request on an individual basis including looking at the nature of our sport and other opportunities to compete.

Boys playing in girls teams

If there is not a separate sex competition, our club will support boys playing in girls' teams up until the age of 12 as per Netball SA Guidelines.

Complaints

The Mintaro Manoora Sporting Club takes all complaints about on and off-field behaviour seriously. Our club will manage complaints based on the principles of procedural fairness. Please see Appendix A of the constitution.

Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. Chairman) will forward details to the clubs Executive Officer, Child safe officer and if relevant the Football and Netball Directors. Those involved in the meeting will:

MEMBER PROTECTION POLICY

- listen carefully and ask questions to understand the nature and extent of the problem;
- ask what the complainant would like to happen;
- explain the different options available to help resolve the problem;
- maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

In situations where a complaint is referred to the SA Community Football, NEFL or NENA and an inquiry is conducted, the club will co-operate with the process set out to us.

- At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

Appeals

The complainant or respondent can lodge one appeal against decisions or disciplinary measures imposed by our club to SA Community Football, NEFL or NENA. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

Reviewed March 2023