



POLICY: *MEMBER PROTECTION*
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MEMBER PROTECTION POLICY

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MEMBER PROTECTION POLICY

1. Introduction

1.1 Mission Statement

Coomera Hope Island Cricket Inc exists to encourage and promote the game of cricket through entering teams in the Cricket Gold Coast competitions and by acting in a way that is conducive to the advancement of cricket on the Gold Coast and beyond.

1.2 Core Values

Our core values are: fair play, integrity, and mateship. These core values make our club a friendly environment for our players, parents, coaches, managers, volunteers and sponsors.

- **Fair Play** is a skill taught through the experience of playing with a group of like minded individuals whose core belief is to enjoy cricket and play fair.
- **Integrity** is the fundamental core value of our cricket club. This value is passed down from our Life Members and Masters players who have grown this club to where it is today. Playing by the rules and honour the umpires decisions form how we play our cricket.
- **Mateship** drives the commitment of those in our club. Without mateship, we would not have any of these people to provide the cricket experience CHI prides itself on. We cannot run as a club without our mates helping us out.

2. Implementation

For this policy to be binding on Coomera Hope Island Cricket Club Inc, its members and other relevant persons, they must be:

- formally incorporated or adopted into the club's rules and regulations made under the constituent documents after being submitted and approved by a majority of the management committee during a general committee meeting;
- be agreed to as part of a membership application, agreement, form, other contract with the Club, which relevant members and other persons intended to come within the scope of this policy are required to sign.
- A copy of this policy will be on the club's website and in the club operations manual.

3. Purpose of The Policy

The main objective of the Coomera Hope Island Cricket Club Inc's (CHICC) Member Protection Policy ("policy") is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them while formally associated with our club.

4. Who This Policy Applies To

This policy applies to everyone involved in the activities of our club whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;

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- referees, umpires and other officials;
- players;
- members, including any life members;
- parents;
- spectators; and
- sponsors.

5. Extent of The Policy

This policy covers all matters directly and indirectly related to the Coomera Hope Island Cricket Club Inc and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute.

6. Club Responsibilities

As a club, Coomera Hope Island Cricket Club Inc will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate and timely manner;
- deal with any breaches of this policy in an appropriate and timely manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12 months; and
- seek advice from and refer serious issues to our Cricket Gold Coast.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national bodies request to be referred to them.

7. Individual Responsibilities

Everyone associated with our club must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour; and
- 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
- comply with any decisions and/or disciplinary measures imposed under this policy.
- comply with the rules articulated on the "Play By The Rules" website

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8. Protection of Children

Coomera Hope Island Cricket Club Inc is committed to the protection of all children associated with the club. The club will take all effort and care to ensure that we provide a safe and secure atmosphere for all children involved in our club, be it as a playing member or as a child of a paying member. This includes:

- provide a safe and supportive environment for children and young people;
- ensure that the experiences of children and young people are free from any form of child abuse, bullying, harassment or other inappropriate conduct such as grooming;
- empower children and young people to act and respond to behaviour that is not acceptable or inappropriate;
- publicise and make available the relative Codes of Behaviour that govern our club;
- make information available on who children and young people can approach if they feel unsafe or they become aware of or are concerned about any form of child abuse, bullying, harassment or other inappropriate conduct such as grooming;
- establish a reporting framework that allows children and young people and others to report any incident affecting the safety and wellbeing of children and young people; and
- provide support services to any child or young person and their families who might be affected by any form of child abuse, bullying, harassment or other inappropriate conduct such as grooming whilst a member of our club.

Coomera Hope Island Cricket Club Inc will be covered under the following Cricket Australia policies and codes, a copy of which will be found on our club website (chicc.net/our-club/club-policies) and club operations manual. We will also abide by the rules articulated on the "Play By The Rules" website.

9. Discrimination, Harassment and Bullying

Our club 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, harassment and bullying.

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

We expect all members to abide by the CHICC, Cricket Gold Coast and Queensland Cricket and Cricket Australia Codes of Behaviour as well as those rules articulated on the "Play By The Rules" website.

10. Inclusive Practices

Coomera Hope Island Cricket Club is welcoming and we will seek to include members from all areas of our community. Actions performed or words spoken by members of our club, while representing our club, must not contradict these practices.

Members of the club's management committee must keep all personal opinions regarding individual sections of the community to themselves and not do anything contrary, whilst representing the club. This does not include on their personal social media accounts.

The Club also abides by the set of rules outlined on the Play By The Rules website.

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11. Responding to Complaints

Coomera Hope Island Cricket Club Inc takes all complaints about on and off-field behaviour seriously. We respect the principles of procedural fairness and the presumption of innocence until proven guilty.

11.1 Complaints

All complaints will be handled based on the principles of procedural fairness, and as such, the club will ensure the following:

- all complaints will be taken seriously;
- the person having the complaint made against them will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority.

11.2 Complaint Handling Process

All complaints are to be made to one of the following people:

- Club President
- Club Secretary
- Member Protection Officer (should this not be one of the above)

When a complaint is received by our club, the person receiving the complaint will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- inform the relevant government authorities and/or police, if required by law to do so; and
- where possible and appropriate, 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.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

This process must be documented and all notes submitted to the Secretary for filing.

11.3 Disciplinary Sanctions

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined by our constituent documents, by Laws and the rules of the game.

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11.4 Appeals

The complainant or respondent is entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by our club) to Cricket Gold Coast. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws. Please refer to the Club's appeals policy for further details.

12. Related Documents:

Attached is a list of documents relating to the implementation of this policy. All these documents can be found on the CHICC website – www.chicc.net/our-club/club-policies.

- a. Cricket Australia Policies
- b. Codes Of Behaviour
- c. Appeals Policy
- d. Duty Statements
- e. Reporting Requirements And Document

Other resources:

- a. www.playbytherules.com.au