

# **Thirlstane Golf Club**

## **Member Protection Policy**

### **Purpose of policy**

Sporting and Social organisations have legal and moral obligations to provide safe environments. Our Member Protection Policy (Policy) assists us to adequately meet these obligations and to maintain responsible behaviour and ethical and informed decision-making within our club.

Our Member Protection Policy is one of the measures we have put in place to help us ensure that our Club is safe, welcoming and enjoyable. It provides assurances to all those involved in our Club that improper conduct will not be tolerated.

Our Policy acknowledges a member's right to be treated with respect and dignity, to be able to raise matters of concern and to be safe and protected from abuse. It informs everyone that certain standards of behaviour are required and that all members have equal rights and responsibilities.

It seeks to reassure members that the Club, through its President and Office Bearers, operates for the enjoyment and benefit of the majority of members.

### **Who the policy applies to**

The Policy applies to office bearers, committee and sub-committee members, employees and voluntary workers and all members and associate members.

### **What it covers**

The underlying principle of our member protection policy is that, as a member based organisation, the Club seeks to achieve a respectful, adult-to-adult relationship in all interactions between members and others covered by this Policy.

Consistent with this, the Policy recognises the right of any member to raise matters of concern and requires the Committee to maintain accessible and effective complaint and dispute resolution processes

Under this Policy, certain types of behaviour will not be tolerated:

- Child abuse
- Sexual assault and sexual misconduct
- Discrimination
- Bullying, harassment and vilification
- Physical assault and violence
- Verbal abuse and intimidation
- Actions that create a hostile environment

Any such conduct shall be a breach of our codes of behaviour, as shall any behaviour that brings or is likely to bring our Club into disrepute and other inappropriate behaviour whether that occurs on the course (whether or not in a competition), in the club rooms, at meetings, at events and activities organised or sanctioned by the Club, or away trips.

## **Complaints**

Our Club takes all complaints about inappropriate behaviour, both on and off the course, seriously. The Committee will establish appropriate steps for dealing with groups or individuals who engage in any of the behaviour prohibited by the policy. The Policy provides guidance for those with a complaint or concern, those who have had a complaint made against them and, those who have responsibility for handling a complaint.

All complaints will be handled based on the principles of procedural fairness (natural justice), that is:

- confidentially will be maintained;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair; and
- any penalties imposed will be fair and reasonable.

The Club will attempt to resolve any disputes promptly and where possible, informally. It may however require complaints of a serious nature to be in writing.

## **Breach of the Policy**

A person(s) found guilty of breaching the policy, including making a false or malicious allegation, may be sanctioned by a range of measures including from a verbal warning up to expulsion from the Club as provided by the Constitution.

## **Working with Children Check requirements**

Underlying the policy is a range of laws that establish minimum standards that the law applies to persons involved in sporting activities. These include anti-discrimination laws, criminal law and child protection laws.

Whilst the incidence of members working, coaching, supervising or having regular unsupervised contact with people under 18 years within the Club will be infrequent, we will comply with all appropriate laws including having relevant screening processes in place.

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**A copy of our Member Protection Policy is available from the Secretary.**

**If you have any queries relating to the policy, please contact the Secretary or the President**

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**Policy adopted by resolution of the Committee on 15<sup>th</sup> November 2011**