

## **MEMBER PROTECTION POLICY**

**AUGUST 2021**

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### **1. Introduction**

#### **Vision Statement**

Our Vision is to be a respected and prominent Bowling Club that is a leader in the sport of Bowls within our district; a Club that creates year round opportunities for participation in the sport of Bowls for all ages, genders ethnic backgrounds and abilities; and a Club that provides a friendly welcoming environment where members will want to spend some of their leisure time for sport, recreation, social interaction or relaxation.

#### **Values and Commitment**

The collective principles and ideals of the Leeming Bowls and Recreation Club are;

- To preserve the traditions that shape the values and character of our Club and the game of Bowls.
- To support, develop and strengthen our Club.
- To provide strong leadership, ethics and integrity in guiding our Club towards the achievement of our vision.
- To maintain ethical, constructive and progressive relationships with our sponsors and stakeholders.

#### **Mission Statement**

To achieve our Vision, our Mission is to provide the environment and facilities for our members and the community to enjoy the sport of Bowls and its social interaction by;

- Maintaining our Club as an equal opportunity club for all ages, genders and ethnic backgrounds to participate in the sport of Bowls.
- Maintaining our Club as one that provides a friendly welcoming environment where members will want to spend some of their leisure time for sport, recreation, social interaction or relaxation.
- Promoting and fostering a culture in our Club that provides a pathway for bowlers and officials to aspire to perform at club, state and national level.
- Maintaining the financial security and stability of our Club.
- Enabling our Club to grow in all aspects by increasing its membership.
- Providing facilities for all year round participation in the sport of Bowls for the benefit of our members and the community.
- Motivating members to be responsive and involved in their club with regard to administration, umpiring and coaching.
- Promoting the sport of bowls for the community and school students.

## **2. Purpose of Our Policy**

The main objective of our Member Protection Policy (policy) is to maintain responsible behaviour and the making of informed decisions by 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 abuse. Our policy informs everyone involved in our Club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required.

## **3. Federal and State Policies**

This policy is to be read and applied in conjunction with Member Protection Policy of Bowls Australia and Bowls WA. Copies of the current policies and their attachments can be obtained from the Bowls WA website at [www.bowlswa.com.au](http://www.bowlswa.com.au) and the Bowls Australia website at [www.bowlsaustralia.com.au](http://www.bowlsaustralia.com.au)

## **4. To Whom Our Policy Applies**

Our policy applies to everyone involved in the club including members, committee members, administrators, staff, coaches, officials (umpires), players and spectators.

## **5. Extent of Our Policy**

Our policy covers breaches of our Code of Behaviour and behaviour that occurs at practice, 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**

We will:

- implement and comply with our policy;
- promote our policy to everyone involved in our Club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12-24 months; and
- seek advice from and refer serious issues to Bowls WA.

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

## **7. Individual Responsibilities**

Everyone associated with our Club must:

- comply with the standards of behaviour outlined in our Club Code of Behaviour;
- treat others with respect;
- 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 discrimination, harassment or other inappropriate behaviour.

## **8. Anti-harassment, Discrimination and Bullying**

Our Club opposes all forms of harassment, discrimination and bullying. This includes any behaviour that is offensive, abusive, belittling, intimidating, threatening or uses bad language – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Our Club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Responding to Misconduct).

## **9. Responding to Misconduct**

Our Club takes all misconduct about adverse on and off-field behaviour seriously.

Our Executive will handle complaints in accordance with Section 32 and 33 of the Club Constitution, that is:

“The Executive Committee, having regard for procedural fairness and natural justice, shall have full power to sanction, fine, suspend or expel any Member of the Club who has, in the sole and absolute judgement and discretion of the Executive Committee, been found to be guilty of misconduct in or out of the Club's premises “

### **CODE OF BEHAVIOUR**

This Code of Behaviour aims to set out the minimum standards of behaviour for members of Leeming Bowls and Recreation Club. It applies to all members when practicing, playing or taking part in club-sanctioned activities.

- Show respect and courtesy to all persons involved with the Club.
- Respect the rights and worth of every person, regardless of their age, ability, race, gender, cultural background, sexuality or religion.
- Display appropriate and responsible behaviour in all interactions with Club members and guests.
- Do not engage in, nor tolerate abusive, accusing, intimidating bullying or threatening behaviour.
- Do not use foul or offensive language.
- Display responsible behaviour in relation to alcohol.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Ensure your decisions and actions contribute to a safe environment.
- Participate for your own enjoyment and benefit.
- Play by the rules of our sport and show respect for team mates, other players, coaches and officials.
- Refrain from unsporting behaviour and promote respect for other players and officials.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, selectors, coaches and administrators.
- Support opportunities for participation in all aspects of the sport.
- Give your best at all times.