



PERTH MAGIC ALL STARS

MEMBER PROTECTION POLICY

Table of Contents

1.0	CONDUCT EXPECTATIONS.....	2
2.0	DISCRIMINATION POLICY.....	2
3.0	HARASSMENT POLICY.....	3
4.0	INTIMATE RELATIONS POLICY.....	3
5.0	BULLYING POLICY.....	4
6.0	VICTIMISATION POLICY.....	4
7.0	ATHLETE PROTECTION POLICY.....	5
8.0	SUPPORTER CONDUCT POLICY.....	5
9.0	CHILD PROTECTION POLICY.....	6
10.0	ROLES & RESPONSIBILITIES.....	6

0.0 DEFINITIONS + ACRONYMS

Company	Perth Magic Pty Ltd
Individual	Athletes, staff, directors, parents, guardians, administrators, volunteers, coaches and judges
Owners	Rachael Munt & Nick Guglielmino
Employee	Employed by Perth Magic Pty Ltd having signed a contract of employment
Volunteer	A volunteer is an individual who may freely offers their time, skills, and services without financial compensation or contractual obligation
Parents	Parent, guardian, significant custodian or caregiver
LGBTQ+	Lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more

Table 1 - Definitions / Acronyms

1.0 CONDUCT EXPECTATIONS

- 1.0 This policy sets out the minimum standards expected of any **Individual**: athlete, staff, director or parent/guardian who are either directly or indirectly involved in the **Company** (*Perth Magic All Stars*).
- 1.1 The Company is committed to conducting its business safely, ethically and sustainably. We expect organisations that we do business with to uphold our high standards of business principles including through their relationships, practices, procurement, and operations.
- 1.2 The organisation 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. The Company will not tolerate discriminatory or harassment behaviour under any circumstances and will take disciplinary action against anyone who breaches this policy.
- 1.3 The organisation is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by the club and its member bodies. Accordingly, any person involved in the instruction, management or coaching of any member under the age of 18 years may be asked to undergo screening procedures including police and other probity checks.
- 1.4 This Policy applies to behaviour occurring both within and outside the course of the Company business, activities and events, when the behaviour involves Individuals and negatively affects relationships within the Company environment.

2.0 DISCRIMINATION POLICY

- 2.1 Discrimination is unlawful under federal, state and territory law. People engaging in such conduct can have legal action taken against them under these laws. In some cases, legal action can also be taken against the organisation for which they work or represent. For this reason, the Company has a legal responsibility to ensure that discrimination or harassment does not occur in the course of any of the club's activities.
- 2.2 The law is always the minimum standard for behaviour within the club and therefore any criminal offence will be reported to the appropriate authorities.
- 2.3 It is unlawful to treat anyone unfairly on the basis of various attributes or personal characteristics in any area of public life. A Member must not treat a person less favourably – whether directly or indirectly - than another person on the basis of an attribute (such as but not limited to race, sex, skin colour, age, marital status, sexuality, pregnancy, intellectual or physical impairment) or belief (such as but not limited to religious, political).
- 2.4 The company opposes all forms of harassment, discrimination and bullying. This includes

- 2.4.1 treating or proposing to treat someone less favourably because of a particular characteristic;
 - 2.4.2 imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic;
 - 2.4.3 any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone, computers, Facebook or Instagram.
- 2.5 If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, it is expected that this will be raised with an appropriate guardian, senior coach, or director to be actioned, mediated or investigated.

3.0 HARASSMENT POLICY

- 3.1 Harassment can take many forms but can generally be defined as unwelcome verbal or written comments, conduct, or gestures directed toward an individual or group of individuals that the harasser knows, or should reasonably be expected to know, is insulting, intimidating, humiliating, malicious, degrading or offensive.
- 3.2 Sexual harassment is behaviour that has a sexual element that is unwelcome and could reasonably be expected, in the circumstances in which it occurs, to offend, humiliate or intimidate the person or people at whom it is directed.
- 3.3 An individual must not engage in any form of harassment, including:
- 3.3.1 written, verbal or physical abuse or threats;
 - 3.3.2 Unwelcome physical contact;
 - 3.3.3 the display of offensive materials;
 - 3.3.4 promises or threats in return for sexual favours;
 - 3.3.5 unwelcome sexual comments, jokes or propositions;
 - 3.3.6 homophobic comments or behaviours; or
 - 3.3.7 Jokes or comments directed at a person's body, looks, age, race, disability, sexuality, marital status or pregnancy.

4.0 INTIMATE RELATIONS POLICY

- 4.1 The Company takes the view that intimate sexual relationships between coaches and athletes, while not necessarily constituting unlawful harassment, can have harmful effects on the individual athlete involved, on other athletes and coaches, and on the sport's public image
- 4.2 Because there is always a risk that the relative power of the coach has been a factor in the development of such relationships, the club takes the position that such relationships should be avoided by coaches working at all levels.

- 4.3 Should a sexual relationship develop between an athlete and a coach, the Company will investigate whether any action against the coach is necessary. If the Company determines that the sexual relationship is inappropriate, action may be taken to terminate the coaching relationship with the athlete. Action may include transfer of the coach or, if this is not feasible, a request for resignation or dismissal from employment or coaching duties.
- 4.4 In the event that an athlete attempts to initiate an intimate sexual relationship, the coach must take personal responsibility for discouraging & refusing such approaches, explaining the ethical basis for such action.
- 4.5 The **Owner** is to be informed of any such advances by the athlete immediately. The investigation to remain under strict confidence and such an incident may require review of coaching duties but will not negatively impact coaching staff should clause 4.4 be maintained.
- 4.6 Under no circumstances will intimate relationships exist between a coach and a minor as depicted within legal and statutory requirements. If the Company is made aware of any such relationships, they may be raised to the appropriate authorities.

5.0 BULLYING POLICY

- 5.1 Bullying includes but is not limited to: any unwanted aggressive behaviour, whether verbal, physical, or psychological, that is intended to harm, intimidate, or cause distress to another person. This behaviour may be repetitive and can occur in person or online, through digital platforms or social media.
- 5.2 The Company will provide anti-bullying education to all coaches, athletes, and staff members. The Company actively promotes awareness of bullying behaviours, the impact of bullying, and the importance of respect and kindness to coaches and athletes to promote a culture of respect and inclusivity.
- 5.3 The Company encourages Individuals who witness or experience bullying to report it promptly to a coach, staff member, or through a formal complaint in line with the Complaint Policy. No retaliation will be tolerated for reporting a bullying incident.
- 5.4 The Company will offer support and resources to individuals who have experienced bullying, including counselling and guidance on how to cope with the emotional impact.
- 5.5 The Company will promote open and honest communication to resolve conflicts and misunderstandings through appropriate channels. Mediation may be offered to parties involved in disputes.

6.0 VICTIMISATION POLICY

- 6.1 Victimisation means subjecting a person, or threatening to subject a person, to any detriment or unfair treatment because that person has or intends to pursue his or her right

to make a complaint or support another person in making a complaint against another person

6.2 The Company must not subject any person to victimisation.

7.0 ATHLETE PROTECTION POLICY

7.1 The Company may decide at any point throughout the competitive season that athletes are unsuitable for a particular team due to skillset or safety of themselves and athletes. Such movements are not considered discriminatory and are primarily made with the athletes' safety and development in mind.

7.2 Skills in routines may be changed or altered in competitions. Coaches have the right to change routines. Athletes must support the decisions that are made by the coaches as they are doing what is best for the team.

8.0 SUPPORTER CONDUCT POLICY

8.1 **Parents** are encouraged to show support for their children, teams, and club. Parents are welcome stay and watch from the viewing area within reception. Any disruptions to classes, including calling out to your child/disturbing coaches will not be tolerated and the parent/guardian and athlete may be asked to leave the training session.

8.2 At times leading up to competition, Parents may be unable to continue such use of viewing area. Such times will be clearly related to Parents by way of poster or label around viewing area.

8.3 All Individuals must conduct themselves in a respectful and sportsmanlike behaviour at all times, both in and out of the gym. This includes refraining from using profanity, derogatory language, or engaging in any form of harassment, whether directed at players, officials, or fellow spectators.

8.4 Supporters should not engage in any conduct that jeopardizes the physical or emotional safety of others. Acts of violence, aggression, or intimidation will not be tolerated.

8.5 Supporters must adhere to all applicable rules, regulations, and policies established by the organizing authority or venue. Failure to do so may result in ejection from the event and potential legal consequences.

8.6 Supporters serve as ambassadors for the team or organization they support. Their conduct should reflect positively on the team and its community. Any violations of this conduct policy may result in sanctions, including but not limited to revocation of spectator privileges and legal action if warranted.

9.0 CHILD PROTECTION POLICY

9.1 The Company must not employ or engage a person (whether paid or unpaid) to coach or otherwise supervisor a child under the age of 18 years without first:

- 9.1.1 requiring that person to disclose whether or not he or she has been convicted of a serious sex offence; or
 - 9.1.2 conducting a police or other appropriate probity check on that person.
- 9.2 The Company must notify the appropriate authorities (such as the Commission for Children and Young People) of any applicants for employment that the club rejected as a result of risks identified through screening processes; and the name and other identifying details of any person against whom relevant disciplinary proceedings have been completed by the club in relation to child abuse (sexual or otherwise) irrespective of the findings

10.0 ROLES & RESPONSIBILITIES

This section specifies the roles and responsibilities of all club employees. In some cases, particular employees have the additional roles and responsibilities that are also specified below.

10.1 An **Employee** or **Volunteers** must:

- 10.1.1 comply with this Policy & all state and national legislation;
- 10.1.2 make complaints about a breach of the Policy in accordance with the Company Complaint procedures;
- 10.1.3 submit to internal or external mediation if an allegation is made against that the club or employees;
- 10.1.4 not make any frivolous or vexatious claim that another person is in breach of this Policy; and
- 10.1.5 conduct themselves in a proper manner so as not to bring the club, or the sport generally into disrepute.

10.2 All **Coaches** must:

- 10.2.1 comply with this Policy & all state and national legislation;
- 10.2.2 understand and respect that as a coach he or she has considerable power and authority over athletes and should not abuse it;
- 10.2.3 avoid intimate relationships with athletes;
- 10.2.4 not exclude or treat less favourably any athlete from playing or coaching activities on the basis of an attribute or personal characteristic;
- 10.2.5 always assume that there are LGBTQ+ people on teams & among the coaching and support staff, even if they have chosen not to identify themselves, and make it clear that the coach will not tolerate any prejudice based on sexual orientation;
- 10.2.6 avoid focussing on an athlete's disability unless this is the only way that the coach can find out what adjustments the athlete requires.
- 10.2.7 avoid methods of coaching skills that increase risk of injury or harm to an athlete or other coach;
- 10.2.8 only use coaching methods with the intention to benefit an athlete's physical growth and mental health;
- 10.2.9 keep all private matters between athletes/families/staff members confidential & not share to any third party or otherwise;
- 10.2.10 alert the head coach or Owner of any urgent health concerns regarding an athlete's physical or mental state