



NATIONAL INTEGRITY FRAMEWORK MEMBER PROTECTION POLICY

The Member Protection Policy is designed to protect the welfare, wellbeing, and health of everyone involved in sport. It provides clear definitions of abuse, bullying, harassment, sexual misconduct, discrimination, victimisation and vilification in sport, along with information on how to report these behaviours.

Specifically, the Policy provides a framework to:

- promote a safe, trustworthy, and enjoyable environment at all levels, by protecting everyone in sport from discrimination, harassment, bullying and abuse.
- protect the health, welfare, wellbeing, and safety of participants by ensuring everyone involved in sports is treated with respect and dignity.
- ensure everyone in sport is aware of their legal and ethical rights and responsibilities, and the standards of expected behaviour.
- protect the integrity of sport by reducing the risks of unacceptable behaviours.

Who does this Policy apply to?

The Policy applies to everyone involved in sport including participants, employees, coaches, officials, contractors and support personnel, at all levels, from the national level through to club sport.

The Policy only applies in relation to direct involvement in a sport activity or event. If an interaction has no clear link to a sporting event or activity, the Policy may not apply, and may be more appropriately dealt with under a different Policy, code of conduct or other sport rules.

Prohibited Conduct

The following actions and behaviours are breaches of the Policy:

- ❌ **Abuse** including physical, emotional, psychological or sexual abuse.
- ❌ **Bullying and the inappropriate use of power**, where actions are repeated and deliberate.
- ❌ **Harassment** including unwanted behaviours which are reasonably likely to cause harm.
- ❌ **Sexual harassment and sexual offences.**
- ❌ **Discrimination** including both deliberate and inadvertent, direct or indirect discrimination based on a Protected Characteristic, such as:
 - age
 - disability
 - race or ethnicity
 - sex, sexual orientation or gender identity
 - religion
- ❌ **Victimisation** of anyone who chooses to make a complaint, or plans to.
- ❌ **Vilification** based on a Protected Characteristic.

Full definitions of these behaviours are available in the Member Protection Policy.



Prohibited Conduct affecting children and young people

If Prohibited Conduct under the Member Protection Policy is alleged to have happened towards anyone under the age of 18, it should be considered an alleged breach of the Safeguarding Children and Young People Policy, and reported to Sport Integrity Australia.

Information on how to report breaches of the Safeguarding Children and Young People Policy can be found online at www.sportintegrity.gov.au/what-we-do/national-integrity-framework

What is the reporting process?

You **must** report conduct that may be considered Prohibited Conduct under this Policy to your sport.

Visit the integrity page on your sport's website, or contact your sport's National Integrity Manager to find out how.

What happens if someone commits a breach of this Policy?

Any alleged Prohibited Conduct that is reported will be dealt with under the Complaints Disputes and Discipline Policy. This could result in a sanction ranging from a warning or mandatory education to a ban from sport. Criminal conduct will be managed outside of this process by law enforcement.

Disclaimer

This fact sheet does not replace the National Integrity Framework Member Protection Policy. The Policy applies and overrules this fact sheet in any instances.

