MEMBER PROTECTION POLICY

1.0 Purpose..... 2
2.0 Scope..... 2
3.0 Prohibited Conduct..... 2
4.0 Commitment to Child Safety..... 2
5.0 Responsibilities..... 3
6.0 Reporting and Complaints..... 3
7.0 Managing Breaches..... 3
8.0 Confidentiality and Privacy..... 3
9.0 Victimisation..... 4
10.0 Policy Hierarchy..... 4
11.0 Review..... 4
12.0 Compliance..... 4

1.0 Purpose

The purpose of this Policy is to promote a safe, inclusive and respectful environment by protecting persons involved in Northern Gold Coast Netball Association (NGCNA) activities from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation and vilification.

This Policy establishes NGCNA's commitment to participant wellbeing, child safety, inclusion and appropriate responses to concerns about prohibited conduct.

2.0 Scope

This Policy applies to all persons participating in, attending, or otherwise involved in NGCNA activities. It applies to conduct at competitions, training, events, venues, travel, online or on social media, and other conduct reasonably connected with NGCNA or netball.

3.0 Prohibited Conduct

Persons covered by this Policy must not engage in:

- **Abuse** - including physical, emotional, psychological or verbal abuse, intimidation, humiliation, neglect or inappropriate use of power.
- **Bullying** - repeated unreasonable or inappropriate behaviour that may cause harm, distress or fear.
- **Harassment** - unwanted behaviour that is offensive, humiliating, threatening or otherwise inappropriate.
- **Sexual misconduct** - unwanted or inappropriate sexual behaviour, comments, contact, communication or material.
- **Unlawful discrimination** - treating a person less favourably because of a protected attribute under applicable law.
- **Victimisation** - adverse treatment of a person because they have made or supported a complaint, raised a concern or participated in a complaint or disciplinary process. Further details are set out in Section 9.0.
- **Vilification** - public conduct that incites hatred, serious contempt or severe ridicule of a person or group because of a protected attribute, where prohibited by applicable law.

Conduct may also be unacceptable under the NGCNA Code of Conduct or another applicable policy, rule or requirement. This Policy does not limit the application of those requirements.

4.0 Commitment to Child Safety

NGCNA is committed to providing a safe and inclusive environment in which children and young people are respected, protected, and supported.

All persons involved in NGCNA activities must comply with applicable child-safeguarding, Blue Card and child protection requirements, including the Netball Australia Safeguarding Children and Young People Policy and relevant Netball Queensland requirements.

Concerns involving the safety or wellbeing of a child must be managed in accordance with applicable safeguarding and reporting requirements. Matters may be referred to Netball Queensland, Netball Australia, Sport Integrity Australia, police, a child protection authority or another appropriate authority, as applicable.

5.0 Responsibilities

NGCNA will:

- promote a safe, respectful, and inclusive environment;
- take reasonable steps to protect participants from prohibited conduct;
- respond appropriately to concerns and complaints;
- comply with applicable safeguarding and member protection requirements; and
- refer matters to Netball Queensland, Netball Australia, a statutory authority or another appropriate body where required or appropriate.

Persons covered by this Policy are expected to:

- comply with this Policy, the NGCNA Code of Conduct and other applicable requirements;
- treat others with respect and dignity;
- raise concerns about unsafe or inappropriate conduct through appropriate channels; and
- cooperate with applicable complaint, investigation or disciplinary processes.

6.0 Reporting and Complaints

Concerns or complaints about conduct that may breach this Policy will be managed in accordance with the NGCNA Complaints and Disciplinary Policy or, where appropriate, referred to an external authority in accordance with its applicable process and jurisdiction.

A person who makes a complaint, raises a concern or participates in a complaint process must not be victimised, threatened, intimidated, harassed or retaliated against. A complaint is not false or malicious merely because it cannot be substantiated.

A person may report a concern or complaint to NGCNA, Netball Queensland, Netball Australia, Sport Integrity Australia, police, a child protection authority or another appropriate authority at any time.

7.0 Managing Breaches

A breach of this Policy may result in action under the NGCNA Complaints and Disciplinary Policy or an applicable Netball Queensland or Netball Australia policy or process. Matters may also be referred to police or another appropriate external authority where warranted.

Any action must be consistent with the applicable requirements, including decision-making and any available review or appeal.

8.0 Confidentiality and Privacy

Information relating to complaints and concerns must be handled confidentially and in accordance with applicable privacy requirements. Information may be shared where reasonably necessary to assess, investigate or manage a matter, protect a person, comply with a legal obligation or meet the requirements of an external authority.

Persons covered by this Policy must respect the privacy of those involved and must not improperly use or disclose confidential information obtained through NGCNA activities or a complaint process. These requirements do not prevent a person from reporting a concern to an appropriate authority.

9.0 Victimisation

Victimisation occurs when a person is subjected to disadvantage, retaliation, threats, intimidation or other adverse treatment because they have made a complaint, raised a concern, participated in a complaint or disciplinary process, or supported another person to do so.

Victimisation is not acceptable and may constitute a breach of this Policy.

10.0 Policy Hierarchy

This Policy must be read and applied consistently with applicable laws, Netball Australia and Netball Queensland policies, rules and requirements, the NGCNA Constitution, By-laws, Competition Rules and other applicable NGCNA policies and procedures.

Where there is any inconsistency, the applicable law, or the requirements of the higher governing authority or applicable governing document, will prevail to the extent of the inconsistency.

Matters within the jurisdiction of Netball Australia, Netball Queensland or another external authority must be managed in accordance with that authority's applicable requirements and processes.

11.0 Review

This Policy will be reviewed and updated as required to remain consistent with applicable Netball Australia, Netball Queensland and NGCNA requirements.

12.0 Compliance

By participating in or attending NGCNA activities, persons covered by this Policy agree to comply with its requirements and all other applicable NGCNA, Netball Queensland and Netball Australia policies, rules and requirements. Failure to comply may result in action under the applicable policy or process.