

Ryde Hunters Hill District Hockey Club – Member Protection Policy

A Member Protection Policy aims to ensure that every person involved in our sport is treated with respect and dignity and that our environment is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

Ryde Hunters Hill District Hockey Club (RHHDHC) has adopted the framework provided by the [Hockey Australia Member Protection Policy](#) which addresses Abuse, Bullying, Harassment, Sexual Misconduct, Unlawful Discrimination, Victimisation and Vilification. The policy is applicable to club officials, coaches, parents, administrators, volunteers and players.

RHHDHC reminds and encourage all members that whether they are a player, parent, coach, administrator, official or spectator to treat everyone with respect and behave in an appropriate manner at all times..

In adopting the [Hockey Australia Member Protection Policy](#), RHHDHC wishes to highlight the following policy principles. Additionally, recognising that the Hockey Australia Member Protection Policy is directed at a wide range of affiliated bodies including state and regional associations, the policy provides a succinct outline as to the immediate steps in addressing complaints at the Club level.

The principles below refer to a Member Protection Officer. Where this position is yet to be appointed, or unfilled, reference to the Member Protection Officer will be to the Club President.

Reference in this policy to the 'relevant President' throughout this policy refers to the Women's President, the Men's President or Juniors' President as the case may be. Reference to the RHHDHC Management Committee includes reference to the Executive of that committee.

Policy Principles

1. The safety and welfare of members is paramount.
2. If your involvement with RHHDHC involves you engaging in 'child related work', you must apply for and pass the Working with Children Check.
3. Everyone involved with the RHHDHC will be treated with dignity and respect, and without harassment or discrimination. This principle involves an obligation for members, officials, families and spectators to behave in an appropriate way.
4. Anyone who feels they are being bullied, harassed, discriminated against or that the member protection policy is being breached should refer to the RHHDHC complaints procedure below.

5. RHHDHC is welcoming and will seek to include members from all of our community. Inclusiveness extends to: sexual and gender diversity; cultural diversity; people with disabilities.
6. RHHDHC supports mixed teams of girls and boys in junior aged competition.
7. RHHDHC commits to a procedure for complaints that seeks to uphold:
 - 7.1. The complaint will be treated seriously.
 - 7.2. The procedure is to be conducted efficiently and with a minimum of fuss.
 - 7.3. No-one involved in the complaint is to be victimised.
 - 7.4. RHHDHC officials will remain impartial, treat all people involved fairly and work from the principles of natural justice.
 - 7.5. People involved in the complaint will be kept informed.
 - 7.6. The process will address the consideration of confidentiality.
8. If you believe you are being bullied, harassed, discriminated against or you wish to make a complaint because the policies adopted by RHHDHC have been breached, please follow the procedure below.
 - 8.1 Complaints or concerns should be referred first to the team manager and, where appropriate or necessary, escalated to the relevant President and the RHHDHC Member Protection Officer (MPO).
 - 8.2 Depending on the nature of the complaint, it can be referred directly and only to the MPO.
 - 8.3 If the MPO (and depending on the process taken, the relevant President) is not able to resolve the complaint or at the election of the complainant, the complaint may be referred to RHHDHC Management Committee which is able to refer to a sub-committee, relevant to the circumstances and context of the complaint. The Management Committee will assess issues of conflict of interest in making this reference
 - 8.4 There may be circumstances where the matter is referred directly by the complainant to the Management Committee.
 - 8.5 The sub-committee should determine the appropriate process for dealing with the complaint:

- 8.5.1 an informal process involving informal discussions with the relevant people; or
- 8.5.2 a formal process involving one or more of investigation, resolution, mediation and assessment, and potentially escalation to an external agency.
- 8.5.3 the sub-committee will report its actions and findings to the Management Committee.

8.6 The Management Committee will assess the report and findings and advise its determination to relevant parties.