



Member Protection Policy

Member protection is a responsibility shared by all members of Macarthur Baseball League.

Close physical and emotional relationships can develop in sporting environments and discrimination, harassment, abuse, inappropriate and/or unlawful behaviour can be experienced.

For some time now, the words “us”, “we” and “our” have been used throughout Macarthur Baseball League to mean “all of us”, “we all” and “all of our” with little or no separation of Macarthur Baseball League - the organisation and Macarthur Baseball League - the individual players - the affiliated clubs - the committee members - the team officials - the volunteers.

The project of formalising member protection policies rolled out through our national and state bodies recommends certain wording and format. There is clear separation of an organisation from the individuals who make up the overarching body, effectively defining “us” as the organisation itself that offers a structure within which participation is possible and “you” as the individuals and groups who choose to participate in that structure.

This policy complements Macarthur Baseball League’s, (“MBL”, “the League”, “us”, “we”, “our”) policies, codes of behavior, procedures and rules as well as supporting the constitutional objects that promote mutual trust and confidence between MBL, Australian Baseball Federation (“ABF”), NSW Baseball League Inc (“BNSW”) and the Members (“you”, “your”).

The existence and implementation of this policy does not minimise or transfer to Macarthur Baseball League Inc, an individual’s responsibility to behave in a lawful way. Nor does the existence and implementation of this policy transfer to Macarthur Baseball League Inc, the responsibilities of parents in ensuring the safety and protection of their own children and behaving in a lawful way.

<p>SECTION 1:</p> <p>Who does this policy apply to?</p>	<p>1.1 US – the policy applies to us</p> <p>1.2 YOU – the policy applies to</p> <ul style="list-style-type: none"> • You, the member, including individual member, life member and affiliated club • You, the administrator • You, the coach • You, the committee member • You, the parent • You, the player • You, the spectator • You, the team official • You, the umpire • You, the volunteer
<p>SECTION 2:</p> <p>We will:</p>	<p>2.1 Promote this policy;</p> <p>2.2 Comply with this policy;</p> <p>2.3 Apply this policy consistently;</p> <p>2.4 Make this policy accessible;</p> <p>2.5 Update this policy if</p> <ol style="list-style-type: none"> 1) our or your responsibilities change 2) legislation amendment impacts 3) affiliated governing body recommends changes 4) we need to fix errors or omissions; <p>2.6 Consult BNSW and/or ABF Member Protection Policies for direction on matters not noted in this policy;</p> <p>2.7 Act lawfully.</p>
<p>SECTION 3:</p> <p>You will:</p>	<p>3.1 Comply with this policy;</p> <p>3.2 Comply with screening requirements and working with children checks;</p> <p>3.3 Place the safety and welfare of child members above other considerations;</p> <p>3.4 Report concerns about welfare of child members;</p>

	<p>3.5 Be accountable for your behavior;</p> <p>3.6 Comply with any decisions and/or disciplinary measures imposed under this policy;</p> <p>3.7 Act lawfully.</p>
<p>SECTION 4:</p> <p>What is a breach of this policy?</p>	<p>4.1 Failing to observe or comply with this policy;</p> <p>4.2 Breaching MBL codes of behaviour;</p> <p>4.3 Bringing the sport, us or you into disrepute, or acting in a manner likely to bring the sport, us or you into disrepute;</p> <p>4.4 Failing to follow our and/or our ruling body's policies (including this policy) and our and/or our ruling body's procedures for the protection, safety and well-being of children;</p> <p>4.5 Discriminating against, harassing or bullying (including cyber-bullying) any member, or us;</p> <p>4.6 Victimising another person or us for making or supporting a complaint;</p> <p>4.7 Engaging in a sexually inappropriate relationship with a person that you supervise, or have influence, authority or power over;</p> <p>4.8 Verbally or physically assaulting another member, intimidating another member or creating a hostile environment within the sport;</p> <p>4.9 Disclosing to any unauthorised person or organisation any information that is of a private, confidential or privileged nature;</p> <p>4.10 Knowingly making a complaint that is untrue, vexatious, malicious or improper;</p> <p>4.11 Failing to comply with a penalty imposed after a finding that we or you have breached this policy;</p> <p>4.12 Failing to comply with a direction given to us or you as part of a disciplinary process.</p>

SECTION 5:

Policy specifics

5.1 Child Protection

- 5.1.1 We want to keep children safe. MBL supports BNSW and ABF commitment to child protection. MBL is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained.
- 5.1.2 We will develop a risk management plan to identify strategies to minimise and/or prevent risk of harm to children participating in MBL activities because of the action of an employee, volunteer or another child. We will implement and regularly review the plan to ensure it continues to provide support to all members. You will bring any errors or omissions in any risk management plan to our attention so it can be investigated and rectified if required.
- 5.1.3 Members participating in MBL's activities will complete Codes of Conduct that specify standards of conduct. More than one Code of Conduct may be required to be in force at any time if a member participates in multiple areas of the League's operations. A review or update of forms and procedures may require members to complete a replacement Code of Conduct at any time. Participation in activities outside of MBL jurisdiction may require members complete additional Codes of Conduct at the request of administrators of those activities.
- 5.1.4 We will take all reasonable steps to choose suitable and appropriate people for positions that involve regular unsupervised contact with children. We will ensure that Working with Children Checks are conducted for all members who work with children where an assessment is required by law. You will meet all obligations with regard to Working with Children Check requirements. We and you will meet our individual and shared obligations regarding privacy of any information obtained during such process.
- 5.1.5 We will ensure people who provide services to MBL activities for children have ongoing supervision, support and training.

- 5.1.6 We will forward reports of suspected abuse and neglect to the police and/or child protection authorities.
- 5.1.7 We will support ongoing development of child protection strategies in our sport.
- 5.1.8 Your personal and individual responsibilities for the safety and well-being of your child remain in place even if this policy requires others to assume the same responsibilities.

5.2 Taking Images of Children

- 5.2.1 MBL requires members to authorise use of images of children in MBL reports and online.
- 5.2.2 Members are required to obtain informed permission from a child's parent/guardian before taking an image of a child that is not their own.
- 5.2.3 When using images of children, the child's identity will not be revealed without written consent of the parent/guardian.
- 5.2.4 Members must ensure that any photograph of a child is appropriate to promote participation in the sport and that, at a minimum, the child is fully and appropriately dressed.
- 5.2.5 No personal information such as residential address, email address or telephone number, hobbies, interests, school or like information is to be revealed in conjunction with an image of a child.

5.3 Anti-discrimination and Harassment

- 5.3.1 MBL aims to provide a respectful environment for participation in its activities.
- 5.3.2 If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, they may make a complaint.
- 5.3.3 Harassment or discrimination may also be illegal and members may make a complaint to the police if they choose.

5.4 Sexual relationships

5.4.1 Consensual intimate relationships between adult members are relevant under this policy if the relationship can be perceived as exploitative due to the differences in authority, power, maturity, status, influence and dependence.

5.4.2 We will report suspected child sexual assault to the police and/or child protection authorities.

5.5 Pregnancy

5.5.1 We will neither include or exclude a member because of actual or suspected pregnancy.

5.5.2 Pregnant members should act in accordance with their own medical professional's advice.

5.6 Gender identity

5.6.1 Discrimination or harassment of a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual is unlawful. We will report suspected discrimination or harassment to the police.

5.6.2 Members who feel they have been harassed or discriminated against because of their gender identity may also make a report to the police.

5.6.3 We will support member participation in MBL activities on the basis of the gender with which they identify.

5.6.4 We will seek advice from BNSW and/or ABF if a performance advantage arises relating to a male-to-female transgender person is referred for consideration.

5.7 Responsible service and consumption of alcohol

5.7.1 We encourage a safe environment for all members. To help achieve this alcohol shall not be available or consumed at sporting events involving children and young people under the age of 18. Members will act lawfully in the responsible service and consumption of alcohol.

5.8 Smoke-free environment

5.8.1 We encourage a safe environment for all members. It is unlawful to smoke in spectator areas at sports grounds or other recreational areas used for organized sporting events.

5.8.2 MBL events are smoke-free. Members will observe all instructions, directions and rules regarding smoke-free participation in MBL activities.

5.9 Cyber-bullying and cyber-stalking

5.9.1 We encourage a safe environment for all members.

5.9.2 We offer opportunities for members to express opinions including:

- 1) Complaint under this policy
- 2) Protest according to competition rules
- 3) Referral to the MBL committee

5.9.3 We will not – and you will not – use technology and communication tools such as smart phones and social networking websites to make abusive, discriminatory, intimidating or offensive statements or create a sense of fear against other members or us. Such statements may be unlawful and we will report them to the police.

5.10 Social networking websites

5.10.1 MBL and members using social networking websites must ensure all postings, blogs, status updates and tweets:

- 1) Are not offensive, provocative or use hateful language;
- 2) Are not misleading or false and do not injure the reputation of another person;
- 3) Respect and maintain the privacy of others;
- 4) Promote MBL activities in a positive way.

5.11 Assault

5.11.1 We will report unlawful assault of a member to the police.

	5.11.2 Members may make a complaint of assault to the police if they choose.
<p>SECTION 6:</p> <p>Making a complaint</p>	<p>6.1 If we or you believe behaviour of a member breaches this policy, a report or complaint can be made.</p> <p>6.2 We or you can commence a complaint matter through the nominated representative, referred to as Member Protection Information Officer (“MPIO”). Contact details are available on MBL website www.macarthur.baseball.com.au.</p> <p>6.3 A complaint may be informal or formal.</p> <p>6.4 An informal contact can be made with the MPIO without proceeding to a complaint, for example to talk confidentially about what steps would be appropriate to a situation.</p> <p>6.5 We or you may refer any matter to an external agency, for example, the police or a child protection authority without making a complaint to the MPIO for matters covered by this policy.</p>
<p>SECTION 7:</p> <p>Complaint handling</p>	<p>7.1 An informal complaint may be taken up directly between members to attempt resolution through discussion without any report to the MPIO.</p> <p>7.2 Contact made to the MPIO will be documented even if the matter does not proceed to an investigation. This will assist us to provide constructive feedback to the state and national bodies regarding the effectiveness of the member protection policy project. Confidentiality will be respected in all documentation.</p> <p>7.3 The MPIO will assess each complaint and ask questions to find out the facts of the complaint, what outcome is desired, whether the complainant needs support and assist obtaining support if needed.</p> <p>7.3 The MPIO will outline options for resolving the complaint, for example, discussion, investigation, mediation. This may include referral to police and/or protection authorities.</p>

	<p>7.4 The MPIO will consult this policy, MBL Constitution, procedures, practices and rules when assessing a complaint. Policies and documents of the state and national body may also be consulted to assist with assessment.</p> <p>7.5 Complaints assessed as requiring more than informal discussion will be referred to the Executive Committee in terms of Clause 14 of MBL Constitution.</p> <p>7.6 Statistical reports will be provided by the MPIO to the Executive Committee for inclusion in regular reporting to the members and affiliated bodies. Confidentiality will not be compromised.</p>									
<p>SECTION 8:</p> <p>Complaint resolution</p>	<p>A complaint will be resolved when:</p> <p>8.1 The member making the complaint advises they no longer wish to pursue the matter, or</p> <p>8.2 The MPIO or Executive Committee deem the complaint to be knowingly untrue, vexatious, malicious or improper, at which time a new complaint matter will be commenced, or</p> <p>8.3 The Executive Committee advises the investigation and/or appeal process has concluded.</p>									
<p>SECTION 9:</p> <p>Policy update</p>	<p>9.1 We or you may submit suggestions for changes to this policy to the MBL Executive Committee.</p>									
<p>SECTION 10:</p> <p>Instrument of Delegation</p>	<p style="text-align: center;">INSTRUMENT OF DELEGATION</p> <p style="text-align: center;">Macarthur Baseball League Inc Constitution Clause 26</p> <p>We, Executive Committee of Macarthur Baseball League Inc ("the League") under Clause 26, delegate to any person from time to time holding, occupying or performing the duties of Member Protection Information Officer, authority to receive notices of disputes pursuant to Clause 14 of the League's Constitution.</p> <table border="1" data-bbox="532 1692 1409 1843"> <tr> <td>President:</td> <td>Shannon Bickel</td> <td><i>S. Bickel</i></td> </tr> <tr> <td>Secretary:</td> <td>Donna Dewick</td> <td><i>D. Dewick</i></td> </tr> <tr> <td>Treasurer:</td> <td>Robyn Richardson</td> <td><i>R. Richardson</i></td> </tr> </table> <p>Issued at Campbelltown, NSW Date: 2 March 2017</p>	President:	Shannon Bickel	<i>S. Bickel</i>	Secretary:	Donna Dewick	<i>D. Dewick</i>	Treasurer:	Robyn Richardson	<i>R. Richardson</i>
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