

MEMBER PROTECTION PROCEDURE

PROCEDURE NAME: Sparta Gymnastics Member Protection Procedure

DATE OF ISSUE: January 2023

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CONTROLLING BODY: Sparta Gymnastics – Managing Director

STATEMENT OF COMMITMENT

Sparta Gymnastics is committed to providing a sport and work environment free of discrimination and harassment (sexual or otherwise). We believe that anyone who works for us, represents us, or with whom we deal, has the right to be treated with respect and dignity. Sparta Gymnastics will not tolerate discriminatory or harassing behavior under any circumstances. All complaints of harassment or discrimination will be taken seriously and dealt with promptly, sensitively, and confidentially. Disciplinary action can be taken against any person found in breach of this procedure.

Sparta Gymnastics is dedicated to ensuring the safety, welfare, and well-being of children at all times during their participation in activities run by the club. Accordingly, any person involved in the instruction, management, or coaching of any member under the age of 18 may be asked to undergo screening procedures, including police and other probity checks.

PROCEDURE APPLICATION

This procedure applies to all athletes, coaches, judges, employees, administrators, officials, volunteers, and members of the club.

It applies equally to members involved in each of the club's gymnastics disciplines, including Men's Artistic Gymnastics, Women's Artistic Gymnastics, Rhythmic Gymnastics, General Gymnastics, Sport Aerobics, Trampoline Sports, School Programs, and Sports Acrobatics.

This procedure governs behavior occurring within and outside the club's business, activities, and events, provided the behavior involves individuals associated with the club and negatively affects relationships within the club's sport and work environment.

It covers harassment occurring between participants, including but not limited to:

- Coach to athlete
- Athlete to athlete
- Administrator to employee
- Athlete to coach
- Administrator to coach
- Coach to coach
- Coach to administrator
- Athlete to administrator

PROCEDURE COVERAGE

Discrimination and all forms of harassment are unlawful under federal, state, and territory law. Individuals engaging in such behavior may face legal action, and the club may also be held legally accountable. The club is obligated to ensure that discrimination or harassment does not occur in the course of its activities.

The law is the minimum standard for behavior within the club, and any criminal offense will be reported to the appropriate authorities.

Discrimination

It is unlawful to treat anyone unfairly based on various personal characteristics in public life. A member must not treat someone less favorably based on attributes such as race, sex, age, marital status, sexuality, pregnancy, or intellectual or physical impairment.

Harassment

Harassment can include unwelcome comments, conduct, or gestures that insult, intimidate, humiliate, or offend. This includes sexual harassment or any form of inappropriate conduct based on someone's personal characteristics.

INTIMATE RELATIONS

The club discourages intimate relationships between coaches and athletes, as such relationships may harm individuals and the sport's public image. Should such a relationship develop, the club will investigate and take action if deemed necessary.

VICTIMISATION

A member must not subject any person to victimization, which involves treating someone unfairly because they have made or supported a complaint.

CHILD PROTECTION

Members must not employ or engage any person to coach or supervise a child under 18 without first conducting appropriate probity checks.

ROLES AND RESPONSIBILITIES

All members must comply with this procedure, make complaints following the club's Complaint Management Procedures, and participate in investigations if an allegation is made against them. Confidentiality must be maintained throughout the process.

Administrators and coaches are responsible for ensuring a harassment-free environment and promoting and implementing this procedure. Coaches must avoid intimate relationships with athletes and ensure fair treatment of all participants.

COMPLAINT PROCEDURES AND DISCIPLINARY ACTION

Sparta Gymnastics has established a Complaints Management Procedure to handle complaints promptly, seriously, and confidentially, following principles of natural justice.

RIGHT TO APPEAL

Both complainants and respondents have the right to appeal against the findings of an investigation or the resulting actions. Appeals will be handled by a separate panel.

CONFIDENTIALITY AND REPORTING

Confidentiality is paramount, except when disclosure is necessary for disciplinary actions or required by law.

APPENDICES

Appendix A ~ Summary of Australian Anti-Discrimination Legislation

NAME OF ACT	ADMINISTERED BY
Racial Discrimination Act 1975 (Commonwealth)	Human Rights and Equal Opportunity Commission
Sex Discrimination Act 1984 (Commonwealth)	Human Rights and Equal Opportunity Commission

Human Rights and Equal Opportunity Commission Act 1986	Human Rights and Equal Opportunity Commission
Disability Discrimination Act 1992 (Commonwealth)	Human Rights and Equal Opportunity Commission
Workplace Relations Act 1996 (Commonwealth)	Australian Industrial Relations Commission
Australian Capital Territory Anti-Discrimination Act 1991	ACT Human Rights Office
New South Wales Anti-Discrimination Act 1977	Anti-Discrimination Board of NSW
Northern Territory Anti-Discrimination Act 1992	Anti-Discrimination Commission
Queensland Anti-Discrimination Act 1991	Anti-Discrimination Commission
South Australia Equal Opportunity Act 1984	Commissioner for Equal Opportunity
Tasmania Sex Discrimination Act 1994	Sex Discrimination Commission
Victoria Equal Opportunity Act 1995	Equal Opportunity Commission, Victoria
Western Australia Equal Opportunity Act 1984	Commissioner for Equal Opportunity

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