



MEMBER PROTECTION

Our Member Protection Policy is our club's statement of its commitment to provide a safe environment free of inappropriate behaviour. An environment that is fair and respectful. The club won't tolerate harassment, abuse or discrimination towards anyone involved in the club, including children.

The practices and procedures that protects club members, such as players, coaches, officials and spectators are well documented by our controlling associations (Group 9 and NSWRL) and the national body (NRL).

The club will adopt appropriate measures to ensure that the right people are involved in our organisation, particularly when it comes to those involved with juniors.

It also means providing education, and promoting and modelling positive behaviour.

Unlawful discrimination, sexual harassment, bullying and abuse in any form is intolerable and the club believes that all people have the right to work, play and socialise in an environment which is safe, inclusive and respectful. Our policies are as follows;

Acknowledgement:

At Southcity we acknowledge that each time we train and play we do so on the lands of the Wiradjuri people. We look forward to the times that we all gather on the country of their people to enjoy sport. We proudly play side by side and respect the Elders who have come before them, those guiding and mentoring us now and those that will one day be the leaders in our community.

We are sorry for those people who suffered any injustices, acknowledge the effect generational trauma has had upon many of our peers and work closely as a club to ensure that all humans are treated equally and with the dignity they deserve.

Spectator Violence:

Types of spectator violence include verbal abuse, the throwing of missiles (such as beer cans), property destruction and physical assaults. Spectator violence is a well-publicised and is becoming an increasing concern for local communities, sports clubs and police.

Rugby League is a high energy event. The factors contributing to spectator violence can vary greatly, but often stem from poorly managed physical spaces, inexperienced staff and consumption of alcohol. Our club endorses key measures that can be used to reduce the potential for violence at an event. These include:



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- *Promoting events as 'family friendly'*—events solely promoted at, and attracting, large numbers of young males are prone to be a setting for spectator violence. Such 'high energy' events often use aggressive 'war and enemy' imagery to promote a great battle between two teams. To minimise the risk of violence the club markets events as 'family friendly', increasing the likelihood of attracting a calmer, more diverse crowd less likely to engage in violent or threatening behaviour.
- *Setting a good example*—sports people should be mindful of their conduct as role models for young players. Shaking hands at the conclusion of a match and being conscious of player responses to contentious refereeing decisions are gestures of sportsmanship that are important in encouraging positive conduct in spectators. The club will also be mindful of its behavior in and around the bench area where verbal outbursts from the coach, trainers and players only act to incite poor behaviour from the crowd.
- *Reducing alcohol availability*—events where full-strength alcohol is easily accessible and inexpensive to purchase are more likely to experience incidents of spectator violence. Our club will provide adequate signage of policies on liquor consumption and codes of conduct, serving a choice of full, mid and low-strength alcohol and ensuring RSA policies are enforced. Club functions will not participate in "free drinks" as such an event only encourages binge drinking and fuels potential trouble.
- *Behaviour and competency of officials and players*—police and security staff need to ensure the safety of patrons without giving the impression of over-policing, which can frustrate some spectators and lead to acts of aggression. Our club will provide ground managers to all games (home and away) to assist in calm "first contact" when approaching aggressive, abusive or intoxicated spectators.
- *Banning unruly spectators*—our club will take measures to ban spectators from future matches and from sporting grounds due to violent or offensive behaviour. This approach reinforces to the community that violent behaviour is unacceptable and will not be tolerated.

Our club endorses the NRL Code of Conduct, Group 9 and NSWRL disciplinary procedures and event management strategies. We respectfully work in partnership with police, peak sporting bodies and government to help minimise the risk of spectator violence and ensure event staff are well prepared to effectively deal with any isolated incidents.

Harassment:

Harassment takes many forms. Some of these are lawful and others are not, but regardless of the type, all harassment is undesirable, and will certainly breach codes of conduct and policies.



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Harassment is any type of behaviour that is not wanted, is not asked for and is not returned. It's behaviour that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated. It may be a single incident or repeated, explicit or implicit, and verbal or non-verbal.

Our club President will provide an open door for any person who feels they are being harassed during club participation as either player, official or supporter. All matters will be dealt with as discreetly as possible.

The club will not condone any form of bullying and all persons are bound by the Bidgee Region Communication and Social Media Policy which expects all players, administration, coaches, volunteers and supporters to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club. In particular electronic communication must not offend, intimidate, humiliate or bully another person.

We endeavour to respect and maintain the privacy of members at all times and as such any comments posted must not be misleading, false or injure the reputation of another person or bring the club into disrepute.

Members may face disciplinary action for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member. With respect to such non-compliance the club reserves its right to take any other appropriate measures including instant removal from the club, imposing other sanctions as determined the police and/or the governing League bodies.

Our commitment is to timely, appropriate communication related solely to club business and including current information on competitions, social events, committees, policies, constitution, Rules and by-laws.

No offensive content or photos will be published.

If we intend to publish a photo of a child, we will first seek permission from his or her parent or guardian and take care not to provide identifying information.

Committee members, coaches and team managers may use SMS and email to provide information about competition, training, club-sanctioned social events and other club business, however;

- SMS messages should be short and about club/team matters.
- Email communication will be used when more information is required.



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- Communication involving children will be directed through their parents.

Discrimination:

Discrimination is about making choices about how we treat other people. Those choices can be made using real and relevant information, or they can be based on prejudice, bias and stereotypes.

Sexual harassment and racial discrimination are unlawful.

Equal opportunity laws make it illegal to discriminate on various grounds including race, sex, age, disability, pregnancy, sexuality, and marital status.

All discrimination is undesirable if it leads to unfair treatment of players, members or other participants in recreation and sport.

Club members who feel discriminated can communicate their problem to the President. Our charter is to protect everyone from discrimination.

Our duties are both to the players and members and this involves a different process for players with claims of Racial Vilification. They must be reported during or immediately following a game as the club must report the incident in the same timelines as a Match Review request.

In all instances of alleged discrimination the club will seek the advice of a certified Member Protection Officer (usually accessed through NSWRL Regional Office) and make such necessary recommendations and referrals for the victim to receive the best possible support. These referrals include such government offices as Children's Guardian and Australian Human Rights Commission.

Our key adviser will be the Office of Sport who have developed the program "Play by the Rules" from which our club has modelled much of our policy.

Gender Equality:

Southcity Rugby League Incorporated acknowledges that our facilities are dated and built at a time when women were less encouraged to take equal standing in sport as men. It is extremely important that now and into the future that we;

- Ensure women and girls have equitable access to sport and recreation facilities.
- That we foster positive sport and recreation participation experiences for women and girls. and
- We increase utilisation of sport and recreation facilities by women and girls.



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This means that we remove barriers experienced by women and girls in accessing and using the change rooms infrastructure. The club will provide a co-ordinated training and game day schedule for the purpose of ensuring that all privacy is given to players, whether male or female, and monitored appropriately by team managers

The Club aims to comply with all current Government legislation, NRL, NSWRL and Group 9 policies and plans at that time and according to the facilities provided.

It is our commitment to all genders that planning and collaboration with WRL and WWCC ensures any and all future upgrades to the facilities as per the WWCC Master Plan 2017 make provision for the growth and sustainability of women's participation on an equal basis with men and that their rights to amenities matching this statement are sort and funded as best possible by the club.

Child Protection:

Child protection is about creating safe and fair environments for children. The aim of this is to try and keep children and young people safe from abuse, discrimination and harassment, and protect them from people who are unsuitable to work with children.

Child protection is a legal requirement, an ethical obligation, and it's a vital consideration in our club meeting "duty of care" obligations.

Child abuse can be when someone does something harmful, or doesn't provide for or protect a child or young person. Child abuse can cause long-lasting emotional, physical and behavioural damage.

There are four main types of child abuse.

Sexual abuse or misconduct is any sexual act or sexual threat imposed on a child or young person, including suggestive behaviour and inappropriate behaviour.

Physical abuse is non-accidental injury or trauma to a child or young person caused by any other person including an older child.

Emotional abuse includes behaviours that may psychologically harm a child or young person including verbal abuse, threats, bullying harassment or excessive and unreasonable demands.

The fourth type of abuse is neglect, which covers failing to provide a child or young person with basic physical and emotional necessities, harming them or putting them at risk of harm.



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Vigilance counts when it comes to Member Protection and our club will keep a friendly eye out on spectators, coaches and players alike, ensuring that all necessary Police Checks and Working with Children Checks are adhered to.

We will report any persons we believe to be offending to the Childrens Guardian Office for further advice and action.

REFERENCES

<https://www.nswrl.com.au/siteassets/community/2023-policies-and-documents/nswrl-community-rugby-league-policies--procedures-manual-2023-final-2-feb.pdf>

<https://www.playrugbyleague.com/laws-of-the-game-community/code-of-conduct/>

<https://www.playbytherules.net.au/>

<https://www.sportnsw.com.au/resources-reports/>

<https://ocg.nsw.gov.au/>

<https://goodsports.com.au/articles/>

<https://www.sport.nsw.gov.au/sites/default/files/2023-10/Equitable-Access-and-Usage-Policy-Example.pdf>

<https://www.sportaus.gov.au/learning-centre/organisations>

<https://aiatsis.gov.au/research>

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