



SSAA Para Member Protection Policy

SSAA Para Range Operating Manual Section 9.4.1



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9 MEMBER PROTECTION POLICY (RANGE OPERATING MANUAL SECTION 9.4.1)

9.1 Purpose of the Policy

This Member Protection Policy Bylaw (Policy) aims to assist the Sporting Shooters Association of Australia Para Branch Inc (SSAA Para) to uphold its core values and create a safe, fair and inclusive environment for everyone associated with our sport. It sets out our commitment to ensure that every person bound by the policy is treated with respect and dignity and protected from discrimination, harassment and abuse. It also seeks to ensure that everyone involved in our sport is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

The attachments to this policy describe the practical steps we will take to eliminate discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, the policy allows SSAA Para to take disciplinary action against any person or organisation bound by this policy if they breach the policy.

This policy has been endorsed by SSAA Para Branch Council and has been incorporated into our Bylaws. The policy commences with effect on 5th March 2018 and will operate until replaced either through requirements set through Shooting Australia or through SSAA Para Branch.

The current policy and its attachments can be obtained from our website at: www.ssaapara.org.au or through the secretary upon request.

This policy is supported by the SSAA Para Constitution, SSAA Para Range Rules and other adopted policies.

9.2 Who this Policy Applies to:

This Policy applies to the following organisations and individuals:

- Persons appointed or sitting on the council, committees and sub committees of SSAA Para;
- All classifications of SSAA Para Membership;
- Employees, officials and volunteers appointed or elected by SSAA Para;
- Support personnel (e.g: managers, physiotherapists, psychologists, masseurs, sport trainers);
- Coaches (including assistant coaches) who:
 - *are appointed and/or employed by SSAA Para , sections, or members (whether paid or unpaid); or*
 - *have an agreement (whether or not in writing) with SSAA Para , sections or private members;*



- Shooters (including visitors) who enter or participate in any activity or event (including general sighting in, training camps and training sessions) which are held or sanctioned at and or by SSAA Para , sections or members; and
- Parents, guardians, spectators and sponsors to the full extent that is possible.

This policy will continue to apply to a person even after they have stopped their association or employment with SSAA Para if disciplinary action relating to an allegation of child abuse against that person has commenced.

9.3 Responsibilities of the Organisation, Sections and Individuals at SSAA Para

SSAA Para must:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of breaches of the policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to the persons and associations to whom this policy applies;
- use appropriately trained people to receive and manage complaints and allegations of inappropriate behaviour; and
- monitor and review this policy at least annually.

Sections must:

- adopt, implement and comply with this policy;
- publish, distribute and otherwise promote this policy and the consequences for breaching it;
- promote appropriate standards of conduct at all times;
- promptly deal with any breaches of or complaints made under this policy in an impartial, sensitive, fair, timely and confidential manner;
- apply this policy consistently without fear or favour;
- recognise and enforce any penalty imposed under this policy; and
- ensure that a copy of this policy is available or accessible to the persons to whom this policy applies.



Individuals bound by this policy must:

- make themselves aware of the contents of this policy;
- comply with all the relevant provisions of the policy, including any codes of conduct and the steps for making a complaint or reporting possible child abuse set out in this policy or where otherwise required by law;
- consent to the screening requirements set out in this policy, and any state/territory Working with Children Checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18
- place the safety and welfare of children above other considerations;
- be accountable for their behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy

9.4 Position Statements

9.4.1 Child Protection

SSAA Para is committed to the safety and wellbeing 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 a child safe environment is maintained.

We acknowledge the valuable contribution made by our staff, members and volunteers and we encourage their active participation in providing a safe, fair and inclusive environment for participants.

- **Identify and analyse risk of harm**
We will develop and implement a risk management strategy, including a review of our existing child protection practices, to determine how child-safe and child-friendly the organisation is and to identify any additional steps we can take to minimise and prevent risk of harm to children because of the action of an employee, volunteer or another person.
- **Develop codes of conduct for adults and children**
We will develop and promote a code of behaviour that sets out the conduct we expect of adults when they deal and interact with children involved in our sport, especially those in our care. We will also implement a code of behaviour to promote appropriate conduct between children.

These codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour. (Refer to attachments in Part B of this policy)



- **Choose Suitable employees and volunteers**

We will take all reasonable steps to ensure that our organisation engages the suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This will include using a range of screening measures.

We will ensure that Working with Children Checks is conducted for all employees and volunteers who work with children, where an assessment is required by law. If a criminal history report is obtained as part of their screening process, we will handle this information confidentially and in accordance with relevant legal requirements. (Refer to attachments in Part C of this policy)

- **Support, train, supervise and enhance performance**

We will ensure that all our employees and volunteers who work with children have ongoing supervision, support and training. Our goal is to develop their skills and capacity and to enhance their performance so we maintain a child-safe environment in our sport.

- **Empower and promote the participation of children**

We will encourage children and young people to be involved developing and maintaining a child-safe environment for our sport.

- **Report and respond appropriately to suspected abuse and neglect**

We will ensure that all our employees and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable grounds that a child has been, or is being, abused or neglected. (Refer to the attachments in Part E of this policy.)

Further, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child, or is in breach of this policy, he or she may make an internal complaint to us. (Refer to the attachments in Part D of this policy.)

9.4.2 Taking images of Children

There is a risk that images of children may be used inappropriately or illegally. SSAA Para requires that individuals, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own. They should also make sure the parent/guardian understands how the image will be used.



To respect people's privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which we control or are used in connection with our sport.

When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or telephone, without the consent of the child's parent/guardian. We will not provide information about a child's hobbies, interests, school or the like, as this can be used by paedophiles or other persons to "groom" a child.

We will only use appropriate images of a child that are relevant to our sport and we ensure that they are suitably clothed in a manner that promotes participation in the sport. We will seek permission from the parents/guardians of the children before using the images. We require our member associations and clubs to do likewise.

9.4.3 Anti-discrimination and harassment

SSAA Para is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination and harassment.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against or harassed.

- **Discrimination**

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by state or federal antidiscrimination laws.

The personal characteristics protected by anti-discrimination laws include attributes such as race, age, disability and gender. The full list of protected personal characteristics is in the "Definitions" set out in the Dictionary of Terms.

Discrimination can be either direct or indirect.

Direct discrimination occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.



Indirect discrimination occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purposes of determining discrimination, the offender's awareness and motive are irrelevant.

- **Harassment**

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment is unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

- **Prohibition against discrimination and harassment**

We prohibit all forms of harassment and discrimination based on the personal characteristics listed in the "Definitions" set out in the Dictionary of Terms (see clause 10 of this policy).

Any person who believes they are being, or have been, harassed or discriminated against by another person or organisation bound by this policy, is encouraged to raise their concerns with us. A person may make an internal complaint and in some circumstances, they may also be able to make a complaint to an external organisation. (Refer to the attachments in Part D of this policy.)

9.4.4 Intimate Relationships

SSAA Para understands that consensual intimate relationships (including, but not limited to sexual relationships) between coaches or officials and adult athletes may take place legally. However, this policy will help ensure that the expectations of coaches or officials are clear and, to ensure that if an intimate relationship does exist or develop between a coach or official and an adult athlete, that relationship will be managed in an appropriate manner.



Coaches and officials are required to conduct themselves in a professional and appropriate manner in all interactions with athletes. In particular, they must ensure that they treat athletes in a respectful and fair manner, and that they do not engage in sexual harassment, bullying, favouritism or exploitation.

We take the position that intimate relationships between coaches and the adult athletes that they coach should be avoided as these relationships can have harmful effects on the individual athlete involved, on other athletes and coaches, and on the sport's public image. Such relationships may be intentionally or unintentionally exploitative due to a disparity between coaches and athletes in terms of authority, power, maturity, status, influence and dependence.

We recommend that if an athlete attempts to initiate an intimate relationship with a coach or official, the coach or official should discourage the athlete's approach and explain to the athlete why such a relationship is not appropriate.

If a consensual intimate relationship does exist or develop between an adult athlete and a coach or official, the coach or official is expected to ensure that the relationship is appropriate and that it does not compromise impartiality, professional standards or the relationship of trust the coach or official has with the athlete and/or other athletes.

In assessing the appropriateness of an intimate relationship between a coach or official and an adult athlete, relevant factors include, but are not limited to:

- the relative age and social maturity of the athlete;
- any potential vulnerability of the athlete;
- any financial or emotional dependence of the athlete on the coach or official;
- the ability of the coach or official to influence the progress, outcomes or progression of the athlete's performance and/or career;
- the extent of power imbalance between the athlete and coach or official; and
- the likelihood of the relationship having any adverse impact on the athlete and/or other athletes.

It will often be difficult for a coach or official involved in an intimate relationship with an adult athlete to make an objective assessment of its appropriateness and accordingly they are encouraged to seek advice from the Member Protection Information Officer (MPIO), or SSAA Para Executive to ensure that they have not involved themselves in inappropriate or unprofessional conduct.



If it is determined that an intimate relationship between a coach or official and an adult athlete is inappropriate or unprofessional we may take disciplinary action against the coach or official up to and including dismissal. Action may also be taken to stop the coaching relationship with the athlete. Action may include transfer, a request for resignation or dismissal from coaching duties.

If a coach, official or athlete believes that they are being, or have been, harassed they are encouraged to seek information and support from the Member Protection Information Officer or SSAA Para Executive. Our complaints procedure is outlined in Part D of this policy.

9.4.5 Pregnancy

SSAA Para is committed to treating pregnant women fairly and removing any unreasonable barriers to participation in our sport. We will not tolerate any discrimination or harassment against pregnant women.

SSAA Para will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child is, of utmost importance in their decision making about the way they participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with SSAA Para

We will only require pregnant women to sign a disclaimer in relation to their participation in our sport while they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person or organisation bound by this Policy, she may make a complaint. (Refer to the attachments in Part D of this policy.)



9.4.6 Gender Identity

Gender identity means the gender-related identity, appearance or mannerisms or other gender related characteristics of a person. This includes the way people express or present their gender and recognises that a person's gender identity may be an identity other than male or female. Some terms used to describe a person's gender identity include transsexual, transgender and gender diverse.

- **Gender Identity discrimination and harassment**

Federal, state and territory anti-discrimination laws provide protection from discrimination against people on the basis of their gender identity. (See definition in Dictionary of terms).

SSAA Para is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate.

We will not tolerate any unlawful discrimination or harassment of a person because of their gender identity.

All persons, regardless of gender identity, are entitled to be treated fairly and with dignity and respect at all times. We will not tolerate any unlawful discrimination or harassment of a person because of their gender identity. This includes discrimination or harassment of a person who is transgender or transsexual, who is assumed to be transgender or transsexual or has an association with someone who has or is assumed to be transgender or transsexual (Refer to the attachments in Part D of this policy.)

- **Participation in Sport**

SSAA Para recognises that excluding people from participating in sporting events and activities because of their gender identity may have significant implications for their health, wellbeing and involvement in community life. We are committed to supporting their participation in our sport on the basis of the gender identity with which the person identifies.

We also recognise that there is debate over whether a male-to-female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, we will consider whether the established discrimination exceptions for participation in sport are relevant in the circumstances. Discrimination is unlawful unless an exception applies.



SSAA Para is aware that the International Olympic Committee (IOC) has established criteria for selection and participation in the Olympic Games. Where a transgender person intends to compete at an elite level, we will encourage them to obtain advice about the IOC's criteria, which may differ from the position we have taken.

Drug testing procedures and prohibitions also apply to people who identify as transgender. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

- **Intersex Status**

Federal anti-discrimination law, and some state and territory anti-discrimination laws, provide protection from discrimination against a person on the basis of their intersex status. (See Dictionary of terms).

SSAA Para is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate. We will not tolerate any unlawful discrimination or harassment of a person because of their intersex status.

9.4.7 Responsible Service and Consumption of Alcohol

SSAA Para is committed to conducting sporting and social events in a manner that promotes the responsible service and consumption of alcohol. We also recommend that members and sections follow strict guidelines regarding the service and consumption of alcohol.

In general, our policy is that:

- alcohol should not be available or consumed at sporting events involving children and young people under the age of 18;
- alcohol free social events be provided for young people and families;
- food and low-alcohol and non-alcoholic drinks be available at events we hold or endorse where alcohol is served;
- a responsible member is present at events we hold or endorse where alcohol is served to ensure appropriate practices in respect of the consumption of alcohol are followed;
- safe transport options be promoted as part of any event we hold or endorse where alcohol is served.

Further guidance on developing an Alcohol Policy is available at:

www.playbytherules.net.au/resources/club-toolkit

Sporting Shooters Association of Australia (Para Branch Inc) Range Operational Manual

Adoption of this policy through Shooting Australia (TRSA and SARPA)

Controlled Document



9.4.8 Smoke Free Environment

SSAA Para is committed to providing a safe and healthy environment at all sporting and social events that we hold or endorse.

In general, our policy is that:

- no smoking shall occur in locations identified through SSAA Para Range Rules.

9.4.9 Bullying

SSAA Para is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable in our sport.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group.

Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments.



SSAA Para will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration at an official, teammate, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed in a written or verbal statement or a complaint and address to the SSAA Para President.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint. (Refer to the attachments in Part D of this policy.)

9.4.10 Social Networking

SSAA Para acknowledges the enormous value of social networking websites to promote our sport and celebrate the achievements and success of the people involved in our sport.

Social networking refers to any interactive website or technology that enables people to communicate and/or share content via the internet. This includes social networking websites such as Facebook, Snapchat, Instagram and Twitter.

We expect all people bound by this policy to conduct themselves appropriately when using social networking sites to share information related to our sport. In particular social media activity including, but not limited to, postings, blogs, status updates and tweets:

- Must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
- must not contain material which is inaccurate, misleading or fraudulent;
- must not contain material which is in breach of laws, court orders, undertakings or contracts;
- should respect and maintain the privacy of others
- should promote the sport in a positive way

Further guidance on developing a Communications Policy is available at:
www.playbytherules.net.au/resources/club-toolkit



9.5 Complaints Procedure

9.5.1 Complaints

As a first step, SSAA Para encourages persons with a complaint (a Complainant) to try and sort out the problem with the person or people involved themselves, where it is safe to do so and where they feel comfortable in doing so.

It will not always be appropriate for a Complainant to address the problem themselves, and in such circumstances SSAA Para provides a simple procedure for complaints based on the principles of procedural fairness (natural justice). Any person may report a complaint about a person/s or organisation bound by this policy (Respondent). Such complaints should be reported to the SSAA Para President. If a complaint is made against the SSAA Para President then the complaint should be addressed to the SSAA Para Senior Vice President. Where the Complainant is a non-member, SSAA Para may deal with the matter in line with this Member Protection Policy (MPP), or in such other matter as it deems fit in its sole discretion.

The SSAA Para President or Senior Vice President may seek assistance through the SSAA Para Executive during the investigation stage if appropriate.

A complainant or respondent may seek advice from the Member Protection Information Officer at any stage of the complaint.

A complaint may be dealt as outlined within the MPIO complaints procedure. The complainant may indicate his or her preferred option and the relevant person (as above) should consider whether that is an appropriate way to handle the particular complaint. For example, the law may require that the complaint/allegation be reported to an appropriate authority.

All complaints will be dealt with promptly, seriously, sensitively and confidentially. Our complaint procedures are outlined in attachment D1.

Individuals and organisations may also pursue their complaint externally under antidiscrimination, child protection, criminal or other relevant legislation.



9.5.2 Improper Complaints & Victimisation

SSAA Para aims to ensure that our complaints procedure has integrity and is free of unfair repercussions or victimisation against the person making the complaint.

We will take all necessary steps to make sure that people involved in a complaint are not victimised. Disciplinary measures can be imposed on anyone who harasses or victimises another person for making a complaint.

If at any point in the complaints process the Relevant Person (as above) considers that a complainant has knowingly made an untrue complaint or the complaint is malicious or intended to cause distress to the person complained of, the matter may be referred to the relevant person for appropriate action which may include disciplinary action against the complainant.

9.5.3 Mediation

SSAA Para aims to resolve complaints quickly and fairly. Complaints may be resolved by agreement between the people involved with no need for disciplinary action.

Mediation is a confidential process that allows those involved in a complaint to discuss the issues or incident in question and come up with mutually agreed solutions. Mediation may occur before or after the investigation of a complaint.

If a complainant wishes to resolve the complaint with the help of a mediator, the relevant official e: SSAA Para President will, where he or she determines it to be appropriate and in consultation with the complainant, arrange for an independent mediator where possible. We will not allow lawyers to negotiate on behalf of the complainant and/or respondent.

More information on the mediation process is outlined in attachment D2.

9.5.4 Tribunals

A Tribunal through the SSAA Para Council may be convened to hear a formal complaint referred to it. Unless otherwise stated the SSAA Para President has discretion to determine whether a complaint under this Policy is:

- referred to a Disciplinary Tribunal through the SSAA Para Council; or
- not suitable for referral to a Tribunal.



A respondent may lodge an appeal only in respect of a SSAA Para Council decision in accordance with the SSAA Para Constitution. The decision of an Appeal Tribunal is final and binding on the people involved.

Every person bound by this policy will recognise and enforce any decision of a Tribunal or Appeal Tribunal in accordance with this policy.

9.6 What is a Breach of this Policy

It is a breach of this policy for any person or organisation to which this policy applies, to do anything contrary to this policy, including but not limited to:

- Breaching the Codes of Behaviour (see Part B of this policy);
- Bringing the sport and/or SSAA Para into disrepute, or acting in a manner likely to bring the sport and/or SSAA Para into disrepute or otherwise acting in a manner unbecoming of a member of SSAA Para;
- Failing to follow SSAA Para policies (including this policy), procedures, rules or constitution for the protection, safety and welfare of children;
- Discriminating against, harassing or bullying (including cyber bullying) any person;
- Victimising another person for making or supporting a complaint;
- Engaging in a sexually inappropriate intimate relationship with a person that they supervise, or have influence, authority or power over;
- Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- Disclosing to any unauthorised person or organisation any SSAA Para information that is of a private, confidential or privileged nature;
- Making a complaint that they know to be untrue, vexatious, malicious or improper;
- Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy; and
- Failing to comply with a direction given to the individual or organisation during the discipline process



9.7 Disciplinary Measures

SSAA Para may impose disciplinary measures on an individual or section for a breach of this policy.

Any disciplinary measure imposed under this policy will be:

- fair and reasonable;
- applied consistent with any contractual and employment rules and requirements;
- based on the evidence and information presented and the seriousness of the breach;
- determined in accordance with our constituent documents, by-laws, this policy and/or Rules of the sport; and

9.7.1 Individual

Subject to contractual and employment requirements, if a finding is made by the SSAA Para Council that an individual has breached this policy, one or more of the following forms of discipline may be imposed:

- A direction that the individual make a verbal and/or written apology;
- A written warning;
- A direction that the individual attend counselling to address their behaviour;
- A withdrawal of any awards, scholarships, placing, records, achievements bestowed in any tournaments, activities or events held or sanctioned by SSAA Para;
- A demotion or transfer of the individual to another location, role or activity;
- A suspension of the individual's membership or participation or engagement in a role or activity;
- Termination of the individual's membership, appointment or engagement;
- A recommendation that SSAA Para terminate the individual's membership, appointment or engagement;
- In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
- A fine;
- Any other form of discipline that the designated person/committee considers appropriate.



9.7.2 Section

If a finding is made that a SSAA Para Section has breached this Member Protection Policy, one or more of the following forms of discipline may be imposed by a tribunal:

- a written warning;
- a direction that any rights, privileges and benefits provided to that organisation by SSAA Para be suspended for a specified period;
- a direction that any funding granted or given to it by SSAA Para cease from a specified date;
- a direction that the section cease to hold sanction events at SSAA Para or under SSAA Para's name.
- a recommendation to a special AGM that its section be suspended or terminated in accordance with the relevant constitution or rules; and/or
- any other form of discipline that the SSAA Para considers to be reasonable and appropriate.

9.7.3 Factors to Consider

The form of discipline to be imposed on an individual or organisation will depend on factors such as:

- the nature and seriousness of the breach;
- if the person knew or should have known that the behaviour was a breach;
- the person's level of contrition;
- the effect of the proposed disciplinary measures on the person including any personal, professional or financial consequences;
- if there have been any relevant prior warnings or disciplinary action;
- the ability to enforce discipline, for example if the person is a parent or spectator (even if they are bound by the policy); and/or
- any other mitigating or relevant circumstances.

9.8 Dictionary

This Dictionary sets out the meaning of words used in this policy and its attachments without limiting the ordinary and natural meaning of the words. State/Territory specific definitions and more detail on some of the words in this dictionary can be sourced from the relevant State/Territory child protection commissions or equal opportunity and anti-discrimination commissions.



- **Abuse** is the violation of an individual's human or civil rights through the act or actions of another person or persons. Types of abuse include physical abuse, psychological or emotional abuse, sexual abuse, constraints and restrictive practices, financial abuse, legal or civil abuse and systematic abuse.
 - **Child** means a person who is under the age of 18 years
 - **Child abuse** involves conduct which puts children at risk of harm (usually by adults, sometimes by other children) and often by those they know and trust. It can take many forms, including verbal and physical actions and by people failing to provide them with basic care. Child abuse may include:
 - **Physical abuse**, *which occurs when a child has suffered or is at risk of suffering, non-accidental physical trauma or injury. This may include, but is not limited to hitting, shaking or other physical harm; giving a child alcohol or drugs; or training that exceeds the child's development or maturity.*
 - **Sexual abuse**, *which occurs when an adult or other child, or adolescence uses their power or authority to involve a child in a sexual activity or any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography including child pornography or inappropriate touching or conversations.*
 - **Emotional abuse**, *which occurs when a child's social, emotional, cognitive or intellectual development is impaired or threatened. Emotional abuse can include, but is not limited to, emotional deprivation due to persistent rejection or criticism, hostility, teasing/bullying, humiliation, taunting, sarcasm, yelling, negative criticism, name calling, ignoring or placing unrealistic expectations on a child.*
 - **Neglect**, *which occurs when a child's basic necessities of life are not met and their health and development are affected. Basic needs include food, water, shelter or adequate clothing, personal hygiene, timely provision of medical treatment and adequate supervision.*
- **Age:** *A section refuses to allow an older person to participate simply because of age.*
- **Breastfeeding:** *A member of the club who is breastfeeding a baby in the club rooms is asked to leave.*
- **Club** means SSAA Para



- **Complaint** means a complaint made under clause 9.5 - Complaints.
- **Complainant** means a person making a complaint.
- **Complaint Handler/Manager** means a person appointed under this policy to investigate a Complaint (eg: SSAA Para President, Senior Vice President or Para Executive Member)
- **Constitution** means the current constitution of SSAA Para
- **Discrimination** occurs when someone is treated (or is proposed to be treated) unfairly or less favourably than another person in the same or similar circumstances because of one of the personal characteristic covered by anti-discrimination laws. This is known as direct discrimination. Indirect discrimination occurs when there is (or is proposed) an unreasonable requirement, condition or practice to treat everyone equally but which has or is likely to have the effect of disadvantaging persons with a personal characteristic covered by anti-discrimination laws.

In Australia, it is against the law to discriminate against someone because of their:

- *age;*
- *sex or gender;*
- *intersex status;*
- *race, colour, descent national or ethnic origin, nationality, ethno-religious origin, immigration,*
- *disability, mental and physical impairment;*
- *family/carers responsibilities;*
- *marital status;*
- *pregnancy, potential pregnancy, breastfeeding;*
- *sexual orientation;*
- *physical features;*
- *gender identity/transgender status;*
- *irrelevant medical record;*
- *irrelevant criminal record;*
- *political belief/activity;*
- *race;*
- *religion, religious belief/activity;*
- *sex or gender;*
- *profession, trade, occupation or calling;*
- *national extraction or social origin;*
- *member of association or organisation of employees or employers, industrial activity, trade union membership/activity*



- *personal association with someone who has, or is assumed to have, any of the above characteristics.*

Examples of Discrimination are available on the Play by the Rules website (www.playbytherules.net.au/legal-stuff/discrimination) and can include:

- **Disability:** *A player is overlooked for team selection because of mild epilepsy.*
 - **Family responsibilities:** *A club decides not to promote an employee because he has a child with a disability even though the employee is the best person for the job.*
 - **Gender Identity:** *A transgender player is harassed when other players refuse to call her by her female name.*
-
- **Gender identity:** The term 'gender identity' refers to a person's deeply held internal and individual sense of gender.
 - **Gender expression:** The term 'gender expression' refers to the way in which a person externally expresses their gender or how they are perceived by others.
 - **Grievance Officer** means the SSAA Para President, or such person as the SSAA Para President may appoint on a case-by-case basis.
 - **Harassment** is any type of unwelcome behaviour which has the effect of offending, humiliating or intimidating the person harassed. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law, such as a person's race, sex, pregnancy, marital status or sexual orientation.
- Public acts of racial hatred which are reasonably likely to offend, insult, humiliate or intimidate are also prohibited. This applies to spectators, participants or any other person who engages in such an act in public. Some states and territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability (see also "Vilification").
- **Homosexuality:** *An athlete is ostracised from after it becomes known that she is a lesbian.*
 - **Intersex:** The term 'intersex' refers to people who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.
 - **Marital Status:** *A player is deliberately excluded from activities and social functions because she is single*



- **Mediator** means an impartial person appointed to help those involved in a complaint to talk through the issues and resolve the matter on mutually agreeable terms.
- **Member** means any Member recognised as such under the SSAA Para Constitution.
- **Member Protection Information Officer (MPIO)** means a person trained to allow moral support and advice to the person with the concern or who the person who is alleging harassment or in breach of this policy. The MPIO also provides advice to the complaint handler and SSAA Para Council if required to ensure there is no conflict of interest. This person should be independent to the SSAA Para Council.
- **Natural justice** (also referred to as **procedural fairness**) requires that:
 - *the Respondent knows the full details of what is being said against them and have the opportunity to respond;*
 - *no person may judge their own case; and*
 - *the decision maker/s must be unbiased, fair and just,*
- **Police check** means a national criminal history record check conducted as a pre-employment, pre-engagement or current employment background check on a person.
- **Policy, policy and this policy** means this Member Protection Policy.
- **Pregnancy:** *A woman is dropped from a squad when she becomes pregnant.*
- **Race:** *An Italian referee is not permitted to referee games with a high proportion of Italian players on one team because of his race.*
- **Respondent** means the person whose behaviour is subject of the complaint.
- **Role-specific codes of conduct (or behaviour)** means standards of conduct required of certain roles (e.g. coaches).
- **Sex:** *Specialist coaching is only offered to male players in a mixed team. Some exemptions to state, territory and federal anti-discrimination law apply, including exceptions from sporting activities, such as:*
 - *Holding a competitive sporting activity for a specific age group (e.g. only those who are under the age of 15 years);*
 - *Excluding people on the basis of their gender identity status from participation in a competitive sporting activity where the strength, stamina or physique of competitors is relevant to the specific activity (note that this*



*does not apply to activity by children who are under the age of 12 years);
and*

- *Not selecting a participant if the person's disability means he or she is not reasonably capable of performing the actions reasonably required for that particular sporting activity.*

- **Sexual harassment** means unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be expected to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwelcome physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment does not have to be intentional.

- **Sexual harassment** is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

- **Sexual offence** means a criminal offence involving sexual activity or acts of indecency including but not limited to (due to differences under state/territory legislation):
 - *Rape;*
 - *Indecent assault;*
 - *Sexual assault;*
 - *Assault with intent to commit sexual acts;*
 - *Incest;*
 - *Sexual penetration of child under the age of 16 years;*
 - *Indecent act with child under the age of 16 years;*
 - *Sexual relationship with child under the age of 16 years;*
 - *Sexual offences against people with impaired mental functioning;*
 - *Abduction and detention;*
 - *Procuring sexual penetration by threats or fraud;*
 - *Procuring sexual penetration of child under the age of 16 years;*
 - *Bestiality;*
 - *Soliciting acts of sexual penetration or indecent acts;*
 - *Promoting or engaging in acts of child prostitution;*
 - *Obtaining benefits from child prostitution;*
 - *Possession of child pornography;*
 - *Publishing child pornography and indecent articles.*

- **Sexual orientation:** The term 'sexual orientation' refers to a person's emotional or sexual attraction to another person, including, amongst others, the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same-sex attracted.



- **Transgender** is an umbrella term that refers to a person whose gender identity is different to their physical sex as recorded at birth. Transitioning refers to the process where a transgender person commences living as a member of another sex. This is sometimes referred to as the person 'affirming' their gender because transitioning means they start living in what they identify as their true gender. For people who are transitioning/affirming their gender, having their identity fully recognised in all areas of life is a crucial part of the experience of living as their affirmed gender
- **Victimisation** means treating someone unfairly or unfavourably or threatening to do so because that person has or intends to pursue their rights to make any complaint including a complaint under government legislation (e.g. anti-discrimination legislation) or under this Policy, or for supporting another person to make a complaint.
- **Vilification** means behaviour that occurs in public which incites hatred towards, serious contempt for, or revulsion or severe ridicule of a person or group of people because that person or persons have a particular personal characteristic. Anti-discrimination laws in Australia make it unlawful to vilify a person or group of persons on the basis of race, religion, homosexuality, transgender status and HIV/AIDS status.
NOTE: Additional obligations may apply under relevant/applicable state or territory antidiscrimination laws.



PART B: CODES OF BEHAVIOUR

We seek to provide a safe, fair and inclusive environment for everyone involved in our organisation and in our sport.

To achieve this, we require certain standards of behaviour by players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Our codes of behaviour are underpinned by the following core values:

- to act within the rules and spirit of our sport;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of children and young people involved in our sport; and
- to encourage and support opportunities for participation in all aspects of our sport.

ATTACHMENTS

- B1. General Code of Conduct
- B2. Coaches Code of Conduct
- B3. Officials Code of Conduct
- B4. Athletes Code of Conduct
- B5. Administrator (volunteer) Code of Conduct
- B6. Parent/Guardian Code of Conduct
- B7. Board Member Code of Conduct
- B8. Spectator Code of Conduct



ATTACHMENT B1: GENERAL CODE OF CONDUCT

SSAA Para expects high standards of behaviour from all people involved in the sport. It is vital that the integrity of the sport is maintained in accordance with the four guiding principles: Fairness, Respect, Responsibility and Safety as outlined in The Essence of Australian Sport's Universal Code of Behaviour.

As a person required to comply with this policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para.

Fairness

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage opportunities for participants to learn appropriate behaviours and skills.
- Encourage participation in all aspects of the sport.
- Be fair, considerate and honest in all dealing with others.

Respect

- Treat each person as an individual.
- Be a positive role model.
- Display control, tolerance and courtesy to all involved with the sport.
- Value the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Do not use your involvement with SSAA Para to promote your own beliefs, behaviours or practices where these are inconsistent with those of SSAA Para

Responsibility

- Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
- Act with integrity and accept responsibility for your actions.
- Make a commitment to providing quality service.
- Understand your responsibility if you breach, or are aware of any breaches of this Code of Conduct.

Safety

- Ensure your actions contribute to a safe environment.
- Ensure your actions contribute to a harassment free environment.
- Do not tolerate violence or abusive behaviours.
- Show concern and caution towards others who may be sick or injured.



ATTACHMENT B2: COACH CODE OF CONDUCT

In addition to the General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para

- Treat all athletes with respect at all times. Be honest and consistent with them.
- Honour all promises and commitments, both verbal and written.
- Provide feedback to athletes in a caring sensitive manner to their needs. Avoid overly negative feedback.
- Recognise athletes' rights to consult with other coaches and advisers. Cooperate fully with other specialists (e.g. sports scientists, doctors, physiotherapists etc.).
- Treat all athletes fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socioeconomic status, and other condition.
- Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions.
- Involve the athletes in decisions that affect them.
- Determine, in consultation with athletes and others, what information is confidential and respect that confidentiality.
- Encourage a climate of mutual support among your athletes.
- Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- At all times use appropriate training methods that in the long term will benefit the athletes and avoid those which could be harmful.
- Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the athletes.
- Be acutely aware of the power that you as a coach develop with your athletes in the coaching relationship and avoid any sexual intimacy with athletes that could develop as a result.
- Avoid situations with your athletes that could be construed as compromising.
- Refrain from any form of sexual harassment towards athletes. Any physical contact with a person should be appropriate to the situation and necessary for the athlete's skill development.
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.
- Respect the fact that your goal as a coach for the athlete may not always be the same as that of the athlete. Aim for excellence based upon realistic goals and due consideration for the athlete's growth and development.



- Recognise individual differences in athletes and always think of the athlete's long term best interests.
- Help each athlete reach their potential
- Set challenges for each athlete which are both achievable and motivating.
- At all times act as a role model that promotes the positive aspects of sport and of shooting by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of shooting and of coaching at all times.
- Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your athlete.
- Encourage athletes and coaches to develop and maintain integrity in their relationship with others.
- Respect other coaches and always act in a manner characterised by courtesy and good faith.
- When asked to coach an athlete, ensure that any previous coach-athlete relationship has been ended by the athlete/others in a professional manner.
- Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- Know and abide by SSAA Para and section rules, regulations and standards, and encourage athletes to do likewise. Accept both the letter and the spirit of the rules.
- Be honest and ensure that qualifications are not misrepresented.
- Be open to other people's opinion and willingness to continually learn and develop.



ATTACHMENT B3: OFFICIALS CODE OF CONDUCT

In addition to General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para.

- Place the safety and welfare of the athletes/participants above all else.
- Accept responsibility for all actions taken.
- Condemn unsporting behaviour and promote respect for all participants.
- Avoid any situation that may lead to a conflict of interest.
- Be courteous, impartial respectful and open to discussion and interaction.
- Value the individual in sport.
- Encourage and promote rule changes that will make participation more enjoyable.
- Encourage inclusivity and access to all areas of officiating.



ATTACHMENT B4: ATHLETES/RECREATIONAL SHOOTERS CODE OF CONDUCT

In addition to the General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para

- Give your best at all times
- Participate for your own enjoyment and benefit.
- Respect the rights, dignity and worth of fellow athletes, coaches, officials and spectators.
- Refrain from conduct which could be regarded as sexual or other harassment towards fellow athletes and coaches.
- Respect the talent, potential and development of fellow members, competitors and visitors.
- Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Conduct yourself in a professional manner relating to language, temper and punctuality.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the adjudicator, making all appeals through the formal process and respecting the final decision.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.



ATTACHMENT B5: ADMINISTRATOR (VOLUNTEER) CODE OF CONDUCT

In addition to the General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para

- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for you and others.
- Be aware of your legal responsibilities.
- Be a positive role model for others.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly
- Conduct responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity



ATTACHMENT B6: PARENT/GUARDIAN CODE OF CONDUCT

Parents, guardians, and other responsible persons for minors that otherwise participate in SSAA Para events and competitions, agree to be bound to this Member Protection Policy by virtue of their child or minor's participation in SSAA Para events and competitions, or membership of SSAA Para.

In addition to the General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by or at SSAA Para

- Treat your child the same irrespective of them winning or losing.
- Remember that your child participates in the sport of shooting for their enjoyment not yours.
- Try to have fun when you are around your children at competitions.
- Well-directed humour can be a great de-stressor.
- Look relaxed, calm and positive on the sidelines.
- Make friends with other parents at competitions.
- Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- Respect officials' and coaches' decisions and teach children to do likewise.
- Show appreciation for coaches, officials and administrators.
- Understand that children will benefit from a break sometimes and that involvement in other sports is okay.
- Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- Be prepared to give your child some space so that he/she can grow and develop as an independent person.
- Let your child know that your love for them is not associated with their sporting performances.
- Communicate with your child and ask them how they are really feeling about their sport and about competing in particular.
- Occasionally let your child compete without you being there and hovering over them.
- Emphasise the good things your child did in preparing for and during the competition/regatta.
- Try to avoid:
 - *Saying "we're competing today". Instead say "you're competing today".
Give your child credit for accepting the responsibility of performing.*



- *Getting too pushy or believe that you are indispensable. Let the coach do the coaching.*
- *Living through your child's performances.*
- *Turning away when your child performs.*
- *Turning away when your child's behaviour is unsportsmanlike.*
- *Telling your child what he/she did wrong after a tough race.*
- *Making enemies with your child's opponents or family during a competition/regatta.*
- *Making your child feel guilty by reminding them about all the time, money and sacrifices you are making for his or her sport.*
- *Thinking of your child's sporting performances as an investment for which you expect a return.*
- *Badgering, harassing or use sarcasm to motivate your child.*
- *Comparing your child's performances with those of other children.*
- *Forcing your child to go to training. If they are sick of training find out why and discuss it with them.*
- *Ridiculing or yell at a child for making a mistake or losing a competition*



ATTACHMENT B7: SSAA PARA COUNCIL MEMBER CODE OF CONDUCT

- A member on the SSAA Para Council should act honestly, in good faith and in the best interests of SSAA Para at all times.
- A member on the SSAA Para Council should use due care and diligence in fulfilling the functions of office and exercising the powers attached to that office.
- A member on the SSAA Para Council should not make improper use of information acquired as in this position.
- A member on the SSAA Para Council should not take improper advantage of the position as a person on council.
- A member on the SSAA Para Council should be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the SSAA Para Council.
- A member on the SSAA Para Council should not engage in conduct likely to bring discredit upon SSAA Para.
- A member on the SSAA Para Council should advise the SSAA Para Council immediately when he/she becomes aware of any issue that may give rise to legal, regulatory or disciplinary actions. If such actions may impact on SSAA Para's reputation, he/she should either step down until the matter has been resolved or resign from the SSAA Para Council. Once the matter has been resolved, it will be for the SSAA Council to decide whether the Council Member should resume his/her position or resign.
- A member on the SSAA Para Council should not place himself or herself in a position where there is a possibility of conflict.
- A member on the SSAA Para Council should advise the SSAA Para Council if he/she have a material personal interest in a matter that relates to the affairs of SSAA Para. If this matter is being voted upon, then he/she must not vote on the matter or be present while the matter is being considered.
- A member on the SSAA Para Council should not solicit or accept benefits, entertainment, gifts, bribes, secret commissions or illegal inducements of any kind.
- A member on the SSAA Para Council must not disclose confidential information unless that disclosure has been duly authorised by the SSAA Para Council.
- A member on the SSAA Para Council should show concern and courtesy towards others.



ATTACHMENT B8: SPECTATOR CODE OF CONDUCT

Spectators that are not otherwise members of SSAA Para, or otherwise bound to the Member Protection Policy, must nevertheless comply with its terms and conditions, or shall, in SSAA Para's discretion, be prohibited from entry to SSAA Para's events, activities or competitions. In particular, spectators are required to:

- Respect the decisions of officials and teach young people to do the same.
- Never ridicule or scold a young athlete for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or athlete.
- Show respect for your team's opponents. Without them there would be no game.
- Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass players, coaches, officials or other spectators).
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



PART C: EMPLOYMENT SCREENING / WORKING WITH CHILDREN CHECK REQUIREMENTS

We are committed to providing a safe environment for children. As part of this, we will recruit staff and volunteers who do not pose a risk to children.

Employment screening and Working with Children Checks can involve criminal history checks, signed declarations, referee checks and other appropriate checks that assess a person's suitability to work with children and young people.

Working with Children Check laws are currently in place in New South Wales, Queensland, Western Australia, Victoria, the Northern Territory, the Australian Capital Territory and South Australia. Working with Children Check laws are currently being introduced in Tasmania.

SSAA Para including our state associations and clubs, will meet the requirements of the relevant state or territory Working with Children Check laws.

Individuals travelling with children and young people to another state or territory in a work-related capacity must comply with the screening requirements of that particular state or territory. Only persons with appropriate Working with Children Check registration from the State or Territory in Australia in which they reside will be permitted to attend overseas events, trainings or competitions as a SSAA Para Coach or Official.

ATTACHMENTS

- Attachment C1: Member Protection Declaration
- Attachment C2: Working with Children Check requirements



ATTACHMENT C1: MEMBER PROTECTION DECLARATION

SSAA Para has a duty of care to all those associated with the sport at the national level and to the individuals and organisations to whom our Member Protection By-Law applies. As a requirement of our Member Protection Policy, SSAA Para must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

I (name) of

..... (address) born/...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence.
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence.
4. I am not currently serving a sanction for an anti-doping rule violation under an ASADA approved anti-doping policy applicable to me.
5. I will not participate in, facilitate or encourage any practice prohibited by the World Anti-Doping Agency Code or any other ASADA approved anti-doping policy applicable to me.
6. To my knowledge there is no other matter that the SSAA Para may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
7. I will notify the SSAA Para President of the organisation(s) engaging me immediately upon becoming aware that any of the matters set out in clauses 1 to 6 above has changed.

Declared in the State/Territory of

on/...../.....(date) Signature

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:.....

Signature:.....

Date:



Attachment C2: WORKING WITH CHILDREN PROTECTION REQUIRMENTS

Working with Children Checks aim to create a child-safe environment and to protect children and young people involved in our sport from physical and sexual harm.

They assess the suitability of people to work with children and young people and can involve:

- criminal history checks
- signed declarations
- referee checks, and
- other relevant background checks to assess a person's suitability to work with children and young people.

Working with Children Check requirements vary across Australia. Fact Sheets for each state and territory are available on the Play by the Rules website: www.playbytherules.net.

Detailed information, including the forms required to complete a Working with Children Check, are available from the relevant agencies in each state and territory.

Travelling to other states or territories

It is important to remember that when travelling to other states or territories, representatives of sporting organisations must comply with the legislative requirements of that particular state or territory.

In certain jurisdictions, temporary, time limited exemptions from working with children checks may be available for interstate visitors with a Working with Children Check in their home state.

The laws providing interstate exemptions are not consistent across Australia.

If an employee or volunteer for your organisation is travelling interstate to do work that would normally require a working for children check, you will need to check the relevant requirements of that state or territory.

Australian Capital Territory

Contact the Office of Regulatory Services

[Website: www.ors.act.gov.au/community/working_with_vulnerable_people_wwvp](http://www.ors.act.gov.au/community/working_with_vulnerable_people_wwvp)

Phone: 02 6207 3000



Northern Territory

Contact the Northern Territory Screening Authority

Website: www.workingwithchildren.nt.gov.au

Phone: 1800 SAFE NT (1800 723 368)

Queensland

Contact the Public Safety Business Agency about the “Blue Card” system.

Website: www.ccypcg.qld.gov.au

Phone: 1800 113 611

South Australia

Contact the Department for Education and Child Development for information

Website: www.families.sa.gov.au/childsafe

Phone: 08 8463 6468.

National Police Check: www.police.sa.gov.au/services-and-events/apply-for-a-police-record-check

DCSI Child Related Work Screening: <http://www.dcsi.sa.gov.au/services/screening>

Tasmania

Contact the Department of Justice about the working with children registration system that is being phased in

Website: www.justice.tas.gov.au/working_with_children

Phone: 1300 13 55 13

Victoria

Contact the Department of Justice

Website: www.workingwithchildren.vic.gov.au

Phone: 1300 652 879

Western Australia

Contact the Department for Child Protection

Website: www.checkwwc.wa.gov.au

Phone: 1800 883 979



PART D: COMPLAINTS HANDLING PROCEDURE

We will deal with all complaints in a fair, timely and transparent manner. All complaints will be treated seriously.

We will provide individuals and sections with a process to resolve the matter, along with access to an external complaint handling body, based on the nature of the complaint and our rules and regulations.

We also provide an appeals process for those matters.

We will maintain confidentiality where possible and as provided in this policy and seek to ensure that no one is victimised for making, supporting or providing information about a complaint.

ATTACHMENTS

- Attachment D1: Complaints procedure
- Attachment D2: Mediation
- Attachment D3: Investigation procedure
- Attachment D4: Tribunal procedure



ATTACHMENT D1: COMPLAINTS PROCEDURE

All complaints will be kept confidential and will not be disclosed to another person without the complainant's consent except if law requires disclosure or if disclosure is necessary to effectively deal with the complaint.

Individuals and organisations may also pursue their complaint externally under anti-discrimination, child protection or other relevant legislation.

If you wish to remain anonymous, SSAA Para may have difficulty assisting you to resolve your complaint. Procedural fairness (natural justice) means that SSAA Para is required to provide the person/people you have complained about with full details of the complaint so they have a fair chance to respond.

APPROACHE

- **Step 1: Talk with the other person (if safe, reasonable and appropriate)**

If you feel confident and comfortable to do so, you can approach the other person to discuss the issues and try and resolve the problem directly.

- **Step 2: Contact a Member Protection Information Officer (MPIO)**

We encourage you to talk with a MPIO if:

- step 1 (above) is not appropriate/possible/reasonable;
- you are not sure how to handle the problem by yourself;
- you want to talk confidentially about the problem with someone to find out what options are available to address your concern; or
- the concern continues after you tried to approach the person or people involved.

The MPIO or other relevant designated person will:

- ask how you would like your concern to be resolved and if you need support
- seek to provide different options for you to address your concern and act as a support person, if you wish
- refer you to an appropriate person to help you address your concern if appropriate
- inform the relevant government authorities and/or police, if required by law to do so, **Note: The MPIO will make contact with the SSAA Para President prior to making external contact**
- where possible and appropriate, maintain confidentiality.

If you are unable to talk with the MPIO about your complaint, due to your belief that the MPIO is involved in the complaint or otherwise is not sufficiently independent, it is incumbent upon you to notify the SSAA Para President who will then appoint either themselves or an appropriate person to act as MPIO for the purposes of your complaint.



- **Step 3: Outcomes from initial contact**

After talking with the MPIO, you may decide:

- there is no problem;
- the problem is minor and you do not wish to take the matter forward;
- to try and work out your own resolution (with or without a support person such as the MPIO); or
- to seek a mediated resolution through the SSAA Para Executive; or
- to seek to make a formal complaint

- **Step 4: Making a Formal Complaint**

If your complaint is not resolved or the initial steps, or the first part of the approach is not appropriate or possible (child abuse), you may:

- make a formal complaint in writing and addressed to the SSAA Para President;

*SSAA Para
GPO Box 2013
Adelaide, SA 5001*

- or approach a relevant external agency such as an anti-discrimination commission, for advice and assistance.

On receiving a formal complaint, and based on the material you have provided, the SSAA Para President will decide whether:

- they are the most appropriate person to receive and handle the formal complaint;
- the nature and seriousness of the complaint warrants a resolution;
- to refer the complaint to mediation;
- to appoint a person to investigate (gather more information on) the complaint;
- additional SSAA Para executive members are required to be part of the investigation
- to refer the complaint to a hearings tribunal at the SSAA Para Council;
- to refer the matter to the police or other appropriate authority; and/or
- to implement any interim arrangements that will apply until the complaint process set out in these Procedures is completed.



In making the decision(s) outlined above, anyone assigned to investigate the issue will take into account:

- whether they have had any personal involvement in the circumstances which means that someone else should handle the complaint;
- your wishes, and the wishes of the respondent, regarding the manner in which the complaint should be handled;
- the relationship between you and the respondent (for example an actual or perceived power imbalance between you and the respondent);
- whether the facts of the complaint are in dispute; and
- the urgency of the complaint, including the possibility that you will be subject to further unacceptable behaviour while the complaint process is underway.

After hearing your complaint the SSAA President may liaise with the MPIO on a confidential basis in order to determine any next steps.

○ **Step 5: Investigation of the Complaint**

- If a person has been appointed under Step 4 through the SSAA Para President to carry out the investigation, the appointed person shall provide a written report to the SSAA Para President or Snr Vice President (if a conflict of interest exists) who will determine what further action to take;
- If the complaint is referred to mediation, it will be conducted in accordance with Attachment D2 or as otherwise agreed by you and the respondent and the mediation provider;
- If the complaint is referred to a SSAA Para Council Meeting, the hearing will be conducted in accordance with SSAA Para Constitution;
- If the complaint is referred to the police or other appropriate authority, SSAA Para will use reasonable endeavours to provide all reasonable assistance required by the police or other authority.
- It must be made clear to all parties that any investigator appointed is not seeking to resolve the matter, nor to decide whether any breach of this Policy has occurred, nor to impose any penalty. Decisions about Policy breaches may be referred to SSAA Para Council Meeting, and wherever possible, mediations should be conducted by an independent mediator(s).

○ **Step 6: Documenting the Resolution**

SSAA Para will document the complaint, the process and the outcome. This document will be stored in a confidential and secure place. If the complaint was dealt with at a state level, the information will be stored in the state association office. If the matter is of a serious nature, or if the matter was escalated to and/or dealt with at the state level, the original document will be stored at the state office with a copy stored at the club office.



EXTERNAL APPROACHES

If you feel that the complaint is outside of the club, there are a range of other options available depending on the nature of your complaint. If you feel that you have been harassed or discriminated against, you can seek advice from your State or Territory antidiscrimination commission without being obliged to make a formal complaint. If the commission advises you that the problem appears to be harassment within its jurisdiction, you may lodge a formal complaint with the commission.

Once a complaint is received by an anti-discrimination commission, it will investigate. If it appears that unlawful harassment or discrimination has occurred, the commission will conciliate the complaint confidentially. If this fails, or is inappropriate, the complaint may go to a formal hearing where a finding will be made. The tribunal will decide upon what action, if any, will be taken. This could include financial compensation for such things as distress, lost earnings or medical and counselling expenses incurred.

If you do lodge a complaint under anti-discrimination law, you may use an appropriate person (e.g. a Grievance Officer or MPIO) as a support person throughout the process. It is also common to have a legal representative, particularly at the hearing stage of a complaint. Serious incidents, such as assault or sexual assault, should be reported to the police.

Contact details for the state and territory anti-discrimination and equal opportunity commissions are available on the Play by the Rules website: www.playbytherules.net.au/resources/quick-reference-guide



ATTACHMENT D2: MEDIATION

Mediation is a process that seeks to resolve complaints with the assistance of an impartial person - the mediator.

The mediator does not decide who is right or wrong and does not tell either side what they must do. Instead, he or she helps those involved to discuss the issues and seeks to facilitate a mutually agreeable solution.

Our approach to mediation follows the steps set out below.

The SSAA Para President will appoint an appropriate mediator to help resolve the complaint. This will be done under the direction of the SSAA Para Executive and in consultation with the complainant and the respondent(s).

1. The mediator will be an independent person in the context of the complaint, however this does not preclude a person with an association with SSAA Para acting as mediator for example the MPIO.
2. The mediator will talk with the complainant and respondent(s) about how the mediation will take place and who will participate. At a minimum, the mediator will prepare an agenda of issues to be discussed.
3. All issues raised during mediation will be treated confidentially. We also respect the rights of the complainant and the respondent(s) to pursue an alternative process if the complaint is not resolved.
4. If the complaint is resolved by mediation, where appropriate the mediator may seek to ensure the parties execute a document that sets out the agreement that has been reached. This agreement will be signed by the complainant and the respondent(s). We expect the parties involved to respect and comply with the terms of the agreement.
5. If the complaint is not resolved by mediation, the complainant may:
 - write to SSAA Para President to request that the SSAA Para President or the Senior Vice President if there is a conflict of interest to reconsider the complaint in accordance with Step 4
 - approach any relevant external agency, such as an anti-discrimination or equal opportunity commission or Sport SA, to resolve the matter.

We recognise that there are some situations where mediation will not be appropriate, including:

- when the people involved have completely different versions of the incident
- when one or both parties are unwilling to attempt mediation
- when the issues raised are sensitive in nature for example child abuse.
- when there is a real or perceived power imbalance between the people involved



ATTACHMENT D3: INVESTIGATION PROCESS

There will be times when a complaint will need to be investigated and information gathered.

An investigation helps determine the facts relating to the incident, as well as possible findings and recommendations.

Any investigation that we conduct will be fair to all people involved. The investigation process will be undertaken by an unbiased person.

The SSAA Para President will be the primary contact to carry out this investigation. SSAA Para President may appoint the MPIO or other person to carry out the investigation when there is a conflict of interest or specialised scenario.

If it is decided that a complaint should be investigated under step 5 of clause D1, we will follow the steps outlined below.

1. We will provide a written brief to the investigator that sets out the terms of engagement and his or her roles and responsibilities.
2. The investigator will:
 - interview the complainant and record the interview in writing;
 - typically provide full details of the complaint to the respondent(s) so that they can respond, unless the investigator believes the complaint is of such a nature that full details should not be disclosed at this time;
 - interview the respondent(s) to allow them to answer the complaint and record the interview in writing;
 - obtain statements from witnesses and collect other relevant evidence, if there is a dispute over the facts;
 - make a recommendation as to whether the complaint is:
 - substantiated (there is sufficient evidence to support the complaint);
 - inconclusive (there is insufficient evidence either way);
 - unsubstantiated (there is sufficient evidence to show that the complaint is unfounded);
 - mischievous, vexatious or knowingly untrue.
 - provide a report to the SSAA Para President of the Senior Vice President if there is a conflict of interest documenting the complaint, the investigation process, the evidence, and, if requested, any findings and recommendations.
3. The complainant and the respondent(s) are entitled to support throughout this process from their chosen support person or adviser at their own cost.



4. If the matter is required to be brought to SSAA Para Council Meeting, SSAA Para is to provide a copy of any report or recommendations, or any parts thereof, to the complainant and the respondent(s) documenting the complaint, the investigation process and summarising key points for the investigation.
5. The complainant and the respondent(s) have no right of appeal against the findings or recommendations of the investigator, unless a matter has been brought before the SSAA Para Council and a finding has been made by the SSAA Para Council against that individual in relation to the complaint.



ATTACHMENT D3: HEARINGS

When the investigation determines that the member protection policy has been breached, the matter will be brought to the SSAA Para Council. Matters regarding disciplinary will be heard as per the SSAA Para Constitution.



ATTACHMENT D3: PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE

If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

Fact sheets on reporting allegations of child abuse in different states and territories are available at www.playbytherules.net.au.

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with SA in a paid or unpaid capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Step 1: Receive the allegation

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

DO	DONT
Make sure you are clear about what the child has told you	Do not challenge or undermine the child
Reassure the child that what has occurred is not his or her fault	Do not seek detailed information, ask leading questions or offer an opinion.
Explain that other people may need to be told in order to stop what is happening.	Do not discuss the details with any person other than those detailed in these procedures.
Promptly and accurately record the discussion in writing.	Do not contact the alleged offender.

Step 2: Report the allegation

- Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm, to the police and/or the relevant child protection agency. You may need to make a report to both.
- Contact the relevant child protection agency or police for advice if there is any doubt about whether the allegation should be reported.



- If the allegation involves a person to whom this policy applies, then also report the allegation to the SSAA Para President so that he or she can manage the situation.

Step 3: Protect the child and manage the situation

- SSAA Para President will assess the immediate risks to the child and take interim steps to ensure the child's safety and the safety of any other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending him or her until any investigations have been concluded. Legal advice should be sought before any interim steps are made if the person is in paid employment with SSAA Para.
- SSAA Para President will consider what services may be most appropriate to support the child and his or her parent/s.
- SSAA Para President will consider what support services may be appropriate for the alleged offender.
- SSAA Para President will seek to put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

Step 3: Take internal action

- Up to three different investigations could be undertaken to examine allegations that are made against a person to whom this policy applies, including:
 - a criminal investigation (conducted by the police)
 - a child protection investigation (conducted by the relevant child protection agency)
 - a disciplinary or misconduct inquiry/investigation (conducted SSAA Para).
- Regardless of the findings of the police and/or child protection agency investigations, SSAA Para will assess the allegations to decide whether the alleged offender should return to his or her position, be dismissed, be banned or face any other disciplinary action.
- The President of SSAA Para will consider all information relevant to the matter – including any findings made by the police, the child protection authority and/or court – and then set out a finding, recommend actions and the rationale for those actions.
- If disciplinary action is recommended, we will follow the procedures set out within the SSAA Para Member Protection Policy and SSAA Para Constitution.
- Where required we will provide the relevant government agency with a report of any disciplinary action we take.
- Contact details for advice or to report an allegation of child abuse

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South Australia	
South Australia Police Non-urgent police assistance Ph: 131 444 www.sapolice.sa.gov.au	Department for Communities and Social Inclusion www.dcsi.sa.gov.au Ph: 131 478



Name of person receiving complaint		Date: / /
Complainant's Name	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18	
Role/status	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official	
When/where did the incident take place?		
What are the facts relating to the incident, as stated by the complainant?		
What is the nature of the complaint? (category/basis/grounds) Tick more than one box if necessary	<input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods <input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse <input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation <input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision <input type="checkbox"/> Other	
What does the complainant want to happen to resolve the issue?		
What information has the complainant provided?		
What is the complainant going to do now?		

Sporting Shooters Association of Australia (Para Branch Inc) Range Operational Manual
Adoption of this policy through Shooting Australia (TRSA and SARPA)
Controlled Document



ATTACHMENT E2: SSAA PARA RECORDING OF COMPLAINT (STAGE 2)

Complainant's Name	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18	Date Formal Complaint Received: / /
Complainant's contact details	Phone: Email:	
Complainant's role/position	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official	
Name of person complained about (respondent)	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18	
Respondent's role/position	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official	
Location/event of alleged incident		
Description of alleged incident		
Nature of complaint (category/basis/grounds) Tick more than one box if necessary	<input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods <input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse <input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation <input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision <input type="checkbox"/> Other	
Methods (if any) of attempted informal resolution		

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Formal resolution procedures followed (outline)	
If investigated:	Finding:-
If went to hearing tribunal:	Decision:- Action recommended:-
If mediated:	Date of mediation:- Were both parties present:- Terms of Agreement:- Any other action taken:-
If decision was appealed:	Decision:- Action recommended:-
Resolution	<input type="checkbox"/> Less than 3 months to resolve <input type="checkbox"/> Between 3 – 8 months to resolve <input type="checkbox"/> More than 8 months to resolve
Completed by	Name: Position: Signature: / /
Signed by:	Complainant: Respondent:

This record and any notes must be kept in a confidential and safe place.



ATTACHMENT E3: SSAA PARA RECORDING CHILD ABUSE ALLEGATION

Before completing this form, please ensure that the steps outlined in Attachment D3 have been followed and advice has been sought from the police and/or the relevant child protection agency.

Complainant's name (if other than the child)		Date formal complaint received: / /
Role/status in sport		
Child's name		Age:
Child's address		
Person's reason for suspecting abuse (e.g. observation, injury, disclosure)		
Name of person complained about		
Role/status in sport	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official	
Witnesses (if more than three witnesses, attach details to this form)	Name (1): Contact details: Name (2): Contact details: Name (3): Contact details:	
Interim action taken (if any)		
Police contacted	Who: When: Advice provided:	
Child protection agency contacted	Who: When: Advice provided:	

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CEO contacted	Who: When:
Police investigation (if any)	Finding:
Child protection agency investigation (if any)	Finding:
Internal investigation (if any)	Finding:
Action taken	
Completed by	Name: Position: Signature: / /
Signed by	Complainant (if not a child)

This record and any notes must be kept in a confidential and safe place. If required, they should be provided to the police and/or the relevant child protection agency.