



STURT SABRES
BASKETBALL CLUB

STURT SABRES BASKETBALL CLUB

MEMBER PROTECTION PROCEDURE

VERSION 2.0

28 February 2019



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Preface

Sturt Sabres Basketball Club is committed to ensuring that all members and other people associated with the Club are treated in a fair and respectful manner.

The Executive Committee of Sturt Sabres commits to:

- preventing all forms of harassment, discrimination and abuse and promoting positive behaviour and values
- ensuring that inappropriate or unlawful behaviour is not tolerated by the Club
- upholding and enforcing the codes of behaviour contained within this procedure, with which everyone associated with the Club is expected to abide
- taking necessary disciplinary action against individuals if there is a breach of the Procedure.

Sturt Sabres endorses the Basketball SA Member Protection Policy and will ensure that the Club and its members comply with the requirements of that Policy where reasonably practicable.

Phil Blake

President

Sturt Sabres Basketball Club

28/02/2019



1 Introduction

Sturt Sabres Basketball Club (the Club) aims to be the club of choice for basketball players in South Australia. We work hard to prepare players to realise their potential whether that be aspiring to represent Australia or playing in one of the many divisions in the Basketball SA district competition or the local Sturt league.

Sturt Sabres Vision statement is:

Basketball excellence – Leading Australia.

Our values are:

| | |
|-----------------------|--|
| PRIDE | We are confident but not arrogant We take pride in our past, present and future We represent our club and its colours with pride |
| LEADERSHIP | We serve the people we lead We step up when its our time to lead |
| ACCOUNTABILITY | We hold each other to account and expect the same in return |
| RESPECT | We respect decisions that are made and move on We are demanding of each other but never demeaning |
| COMMITMENT | We give our best effort always We never quit, we're never done. |

2 Purpose

The purpose of this Procedure is to assist the Club 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 Procedure 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 key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

The various documents referred to in this procedure 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 Procedure allows the Club to take disciplinary action against any person or organisation bound by this Procedure if they breach the Procedure.

This Procedure has been endorsed and adopted by the Sturt Sabres Committee. The Procedure commenced on 10 March 2016 and will operate until replaced.

All Sturt Policies and Procedure can be obtained from our website at:

www.sturtsabres.com.au.

This Procedure is supported by Basketball Australia's Member Protection Policies that have been adopted and implemented by our governing National and State associations.



3 Scope

This Procedure applies to all persons who are involved with the activities of Sturt Sabres Basketball Club, whether they are in a paid or unpaid/voluntary capacity including:

- members of committees and sub-committees and Executive;
- employees of Sturt Sabres Basketball Club;
- coaches and assistant coaches;
- players;
- support personnel, including managers, physiotherapists, sport trainers and others;
- referees, umpires and other officials;
- members, including life members of Sturt Sabres Basketball Club;
- players, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by Sturt Sabres Basketball Club; and
- any other person to whom the Procedure may apply eg social members, spectators.

This Procedure will continue to apply to a person even after he or she has stopped their association or employment with Sturt Sabres Basketball Club, if disciplinary action against that person has begun.



4 Definitions

This Dictionary sets out the meaning of words used in this Procedure and its attachments, without limiting the ordinary and natural meaning of the words. Further detail or definitions that are specific to different states and territories can be sourced from the relevant child protection authorities 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 systemic abuse.

Child means a person who is under the age of 18.

Child abuse involves conduct which puts a child at risk of harm and 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, other child, or adolescent 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, name-calling 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, adequate clothing, personal hygiene, timely provision of medical treatment and adequate supervision.

Child Safe Officer means the person/s trained and appointed by the club to assist with maintaining a child safe environment. www.ors.sa.gov.au/upcoming_courses_and_events

Complaint means a complaint made under Section 7 of this Procedure

Complainant means the person making a complaint.

Complaint handler/manager means the person appointed under this Procedure to investigate a complaint. Online training for complaint handlers can be accessed through www.playbytherules.net.au

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 characteristics 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 that seems 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:

- age
- sex, gender, gender identity, sexual orientation or intersex status
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration, national extraction or social origin
- disability, physical features, mental or physical impairment
- family/carer responsibilities, status as a parent or carer
- marital status
- pregnancy, potential pregnancy, breastfeeding
- irrelevant medical record
- irrelevant criminal record, spent convictions
- religion religious or political beliefs or activities
- lawful sexual activity
- profession, trade, occupation or calling
- member of association or organisation of employees or employers, industrial activity, trade union activity
- defence service
- association with someone who has, or may 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

Some exceptions to state, territory and federal anti-discrimination law apply, including exceptions for sporting activities, such as:

- holding a competitive sporting activity for a specific age or age group (e.g. only those who are under the age of 15 years);
- excluding people on the basis of their sex and/or 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 sporting activity.

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 (see the list under "Discrimination").

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. Acts that vilify people on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability are also prohibited (see also "Vilification").

Member means a player and the parents of a junior player who is currently financial to the Club, Life Members, Members of the Committee, Ordinary paying members who are currently financial to the Club.



Member Protection Officer means a person appointed by the Club and Basketball SA to be a point of contact for a person reporting an issue or a complaint under, or a breach of, this Procedure. Persons may undertake training through www.playbytherules.net.au and face to face training at ORS.

ORS means the South Australian Office for Recreation and Sport

Procedural fairness requires that:

- the respondent knows the full details of what is being said against him or her and they 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.

Procedure and “this Procedure” means this Member Protection Procedure.

Respondent means the person whose behaviour is the subject of the complaint.

Role-specific codes of conduct (or behaviour) means standards of conduct required of people holding certain roles in our organisation (e.g. coaches, officials, umpires).

Sexual harassment means unwelcome 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, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment does not have to be intentional.

Sexual offence means a criminal offence involving sexual activity or acts of indecency. Because of differences under state and territory laws, this can include but is not limited to:

- rape
- indecent assault
- sexual assault or assault with intent to commit sexual acts
- sexual penetration of or indecent act with a 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
- procuring sexual penetration by threats or fraud
- procuring sexual penetration of child under the age of 16 years
- soliciting a child under the age of 16 years to take part in an act of sexual penetration, or an indecent act
- promoting or engaging in acts of child prostitution
- obtaining benefits from child prostitution
- possession of or publishing child pornography and indecent articles.

Victimisation means treating someone unfairly or unfavorably, or threatening to do so, because that person has, or intends to, pursue their right to make any complaint, including a



complaint under government legislation (e.g. anti-discrimination legislation) or under this Procedure, or for supporting another person to make 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.



5 Responsibilities

5.1 Club Responsibilities

Sturt Sabres Basketball Club shall:

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

5.2 Member Protection Officer Responsibilities

Member Protection Officers are responsible to:

- undertake appropriate training as required by the SA Office of Recreation and Sport;
- be aware of current legislation and the requirements of this Procedure;
- provide advice for individuals and the Club as required;
- act in a fair and honest manner at all times when dealing with issues covered by this procedure; and
- ensure sensitive information is kept private in accordance with legislation.

5.3 Individual Responsibilities

Individuals bound by this Procedure must:

- make themselves aware of the contents of this Procedure;
- comply with all relevant provisions of the Procedure, including any codes of conduct and the steps for making a complaint or reporting possible child abuse set out in this Procedure ;
- consent to the screening requirements set out in this Procedure, and abides by the requirement for a Relevant History assessment to be conducted 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 or where otherwise required by law;
- 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 Procedure.



6 Member Protection Principles

6.1 Child Protection

Basketball SA has lodged a compliance statement on behalf of Sturt Sabres Basketball Club, with the Department for Education and Child Development to acknowledge that they are aware of our obligations to create and maintain a child safe environment according to the requirements under Section 8C of the *Children's Protection Act 1993*.

Sturt Sabres Basketball Club is committed to the safety and well-being of all children and young people who participate in our sport or access our services. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained.

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 all participants.

6.1.1 Risk Assessment

The Club shall conduct a risk assessment, including a review of our existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to children due to the actions of an employee, volunteer or another person.

6.1.2 Develop codes of behaviour

Sturt Sabres has developed and promotes 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. This code of behaviour includes requirements for appropriate conduct between children.

These codes will clearly describe professional boundaries, ethical behaviour and unacceptable behavior. (Refer to the Policies page of the Club Website .)

6.1.3 Choose suitable employees and volunteers

The Club will take all reasonable steps to ensure that our organisation engages 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 Relevant History Assessments are 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 the screening process, we will handle this information confidentially

6.1.4 Support, train, supervise and enhance performance

We will ensure that all our employees and volunteers who work with children have ongoing supervision and support. They will also receive training via online training on www.playbytherules.net.au in Child protection and Harassment and discrimination.

Our goal is to develop their skills and capacity and to enhance their performance so we can maintain a child-safe environment in our sport. We will appoint a child safe officer/s to support this statement.

6.1.5 Empower and promote the participation of children

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



6.1.6 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 to make a report if they suspect on reasonable grounds that a child has been, or is being, abused or neglected.

To report a reasonable suspicion that a child has been or is being abused or neglected phone the **Child Abuse Report Line (CARL) on 131 478**.

The report line is open 24 hours a day, 7 days a week.

In the event of an emergency Call 000

Child abuse can happen to any child in any family - it may be physical, sexual, emotional, or involve neglect.

Further, if any person believes that another person or organisation bound by this Procedure is acting inappropriately towards a child, or is in breach of this Procedure, he or she will be supported in making an internal complaint to the Club. Refer to Grievance and Complaint Procedure.

6.1.7 Manage appropriately any allegation of misconduct towards children

We will treat any allegations of child abuse or neglect towards children participating in activities associated with Sturt Sabres responsibly and sensitively. This will include providing support for the alleged victim and their family and ensuring natural justice is provided for the alleged offender.

(See Child Abuse Allegations Guidelines https://ors.sa.gov.au/about_us/publications)

6.2 Taking Images of Children

There is a risk that Images of children may be used inappropriately or illegally. Sturt Sabres requires that individuals and associations, 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 number, 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 images of children that are relevant to our sport and we will 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.

Video is used extensively in reviewing and scouting in basketball and assessing referees. In this situation, due to the large number of parents / guardians that would need to be informed, Sturt Sabres requires that individuals and associations, wherever possible, inform the relevant Sturt team manager and Court Supervisor prior to commencing filming.

6.3 Anti-Discrimination and Harassment

Sturt Sabres 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.

6.3.1 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 anti-discrimination laws. These include but are not restricted to: race, age, disability, gender, sexuality and race.

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.

6.3.2 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.

6.3.3 Prohibition against discrimination and harassment

We prohibit all forms of harassment and discrimination, particularly those based on the personal characteristics listed in the “Definitions” set out in Section 4.

Any person who believes they are being, or have been, harassed or discriminated against by another person or organisation bound by this Procedure 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 in accordance with the Grievance and Complaint Procedure.

6.4 Intimate Relationships

Sturt Sabres Basketball Club understands that consensual intimate relationships (including, but not limited to sexual relationships) between coaches or officials and adult players may take place legally. However, this procedure 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 players. In particular, they must ensure that they treat players in a respectful and fair manner, and that they do not engage in sexual harassment, bullying, favoritism or exploitation.

The Club takes the position that consensual intimate relationships between coaches or officials and the adult players they coach should be avoided as they can have harmful effects on the athlete involved, on other players and coaches and on the sport's public image. These relationships can also be perceived to be exploitative due to the differences in authority, power, maturity, status, influence and dependence between the coach or official and the athlete.

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 players.

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 and/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 an adverse impact on the athlete and/or other players.

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 Officer, or other official 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. This could include a transfer, a request for resignation or dismissal from coaching duties.

If a coach, official or athlete believes they are being, or have been, harassed they are encouraged to seek information and support from the Sturt Sabres Member Protection Officer, the Club Complaints Manager, the Basketball SA Member Protection Officer, or other official. Refer: Grievance and Complaints procedure.

6.5 Pregnancy

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



The Club 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 extent they choose to 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, their own health and wellbeing 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 Sturt Sabres.

We will only require pregnant women to sign a disclaimer in relation to their participation in our sport whilst 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 Procedure, she may make a complaint. (Refer to the attachments in Part D of this Procedure.)

6.6 Bullying

Sturt Sabres Basketball Club is committed to providing an environment that is free from bullying. 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 and is often related to a person's inappropriate use of real or perceived imbalance of power.

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. The Club will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration at a referee, teammate, coach or sporting body must never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint – to the Club, who will deal with the issue and if appropriate escalate to Basketball SA and, if of a criminal nature, SAPOL and /or Families SA.



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

6.10 Social Networking

Sturt Sabres Basketball Club acknowledges the enormous value of social networking 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 and Twitter.

We expect all people bound by this Procedure to conduct themselves appropriately when using social networking sites to share information related to our sport.

All requirements within this procedure apply equally to internet and social networking activities and the

7 Complaints procedures

7.1 Handling Complaints

Sturt Sabres aims to provide a simple, confidential and trustworthy procedure for resolving complaints based on the principles of procedural fairness.

In the first instance, member protection complaints should be reported to a Sturt Member Protection Officer, a member of the club Executive or in the event the incident occurred at a State level, to the Basketball SA Member Protection Officer.

All complaints will be dealt with promptly, seriously, sensitively and confidentially. Our procedures for handling and resolving complaints are outlined in the Grievance and Complaints Procedure.

8 Breaches of this Procedure

It is a breach of this Procedure for any person or organisation bound by this Procedure to do anything contrary to this Procedure, including but not limited to: breaching the codes of behaviour (see Part B of this Procedure);

- bringing the Sturt Sabres Basketball Club, Basketball SA or Basketball Australia into disrepute, or acting in a manner likely to bring any of those bodies into disrepute;
- failing to follow Sturt Sabres policies and procedures for the protection, safety and well-being of children;
- discriminating against, harassing or bullying (including cyber-bullying) any person;
- victimising another person for making or supporting a complaint;
- engaging in an inappropriate intimate relationship with a person that he or she supervises, or has 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 private, confidential or privileged Sturt Sabres information;



- 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 procedure; and
- failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

9 Disciplinary measures

Sturt Sabres Basketball Club may impose disciplinary measures on an individual or organisation for a breach of this Procedure.

Any disciplinary measure imposed will be:

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

Any disciplinary action will be considered and managed in accordance with the Disciplinary Action procedure.