



# Bimbadeen Heights Netball Club Health & Wellbeing Policy & Procedure

## Introduction

Since August 2011, Victorian laws regarding sexual harassment and bullying extends to include volunteers and volunteering activities. As Bimbadeen Heights Netball Club (BHNC) is a fully volunteered community, ranging from the committee members, to coaches and umpires; these laws affect the way our club operates. As such, the following Policy and Procedure has been developed to assist in managing risks and dealing with incidents within our netball community.

It is acknowledged that all schools within our local community, to which our players attend, have their own individual policies and procedures relating to harassment and bullying. Explicit information related to bullying, harassment and inappropriate behaviour is included in the teaching and learning program at every level. Players are encouraged to develop the appropriate knowledge, attitudes and skills to enable them to understand the dynamics of a bullying situation, to develop appropriate social problem solving strategies, effective coping skills and a resilient attitude. All players are fully aware of their rights and consequences of any actions within the school grounds and it is the netball clubs belief that this should be shadowed through to the netball environment.

## Purpose of this Policy

This Policy and Procedure aims to provide robust policy, guidelines and education for our members and netball community in relation to appropriate behaviours and conduct both on and off the netball court emphasising the Club's zero tolerance towards discrimination, bullying, harassment or abuse of any kind. It also aims to assist all members of the netball community to identify bullying and inappropriate behaviours and the process for effectively dealing with such issues.

## Position Statement

BHNC is committed to providing an inclusive and safe physical and emotional environment and seeks to ensure that every person involved with the activities of the Club is treated with respect and dignity. The club enforces a **zero tolerance** for behaviours such as discrimination, harassment, bullying, physical or verbal abuse and victimisation and any allegations of such behaviours will be managed in accordance with this policy and procedure.

## Scope of Policy

This Policy applies to all persons who are involved with the activities of BHNC, whether they are in a paid or unpaid/voluntary capacity including:

- Registered members/players, including life members
- Persons appointed or elected to committees and sub-committees
- Coaches, assistant coaches and team managers
- Umpires and other officials
- Spectators and family members



## Roles & Responsibilities

**The Committee** are responsible for providing robust Policy and procedure guidelines for its members in relation to what is deemed acceptable and appropriate behaviours, and adhering to and applying this Policy and Procedure accordingly.

**Members (playing and non-playing) and Officials** are responsible for adhering to all aspects of this Policy and Procedure.

## Child Safety

We all have an obligation to do the best we can to keep children safe from harm and abuse. As of 1 January 2017, the Victorian Child Safe Standards were introduced and apply to all sporting organisations that operate and provide sporting services to children within Victoria.

As a result, Netball Victoria formally adopted the Child Safe Standards and developed the [Child Safety Code of Conduct](#) and the [Child Safety in Netball Policy](#). BHNC adheres to these policies and codes of conduct.

Committee members, coaches, umpires and other officials are also required to undertake and hold a current Working with Children (WWC) check.

## Codes of Conduct

Every person – spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- Positive contribution to building a culture of Child Safety
- Inclusion of every person regardless of their age, gender or sexual orientation
- Inclusion of every person regardless of their race, culture or religion
- Opportunities for people of all abilities to participate in the sport and develop to their full potential
- Respect is shown towards others, the club and the broader community.
- A safe and inclusive environment for all
- Elimination of violent and abusive behavior
- Protection from sexual harassment or intimidation

Netball Australia and Netball Victoria seek to provide a safe, fair and inclusive environment for everyone involved in netball. To achieve this they have established certain standards of behaviour of players, coaches, officials, administrators, parents/guardians and spectators to which BHNC adhere.

[Member Protection Policy](#)  
[NV Code of Behaviour - General](#)  
[NV Code of Behaviour - Junior Player](#)  
[NV Code of Behaviour – Senior Player](#)  
[NV Code of Behaviour – Coach](#)  
[NV Code of Behaviour - Umpire](#)  
[NV Code of Behaviour - Administrator](#)  
[NV Code of Behaviour – Parent/Guardian](#)  
[NV Code of Behaviour - Spectator](#)

## Discrimination

Discrimination occurs when someone is treated unfavourably on the basis of a particular personal characteristic. This is known as direct discrimination. Discrimination may also be indirect. Indirect discrimination is unreasonably imposing, or proposing to impose a requirement, condition or practice that has or is likely to have the effect of disadvantaging persons with a particular personal characteristic.

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

- Age
- Disability/impairment (physical, intellectual, mental, or psychiatric)
- HIV/AIDs status
- Employment activity
- Industrial activity/inactivity or membership of an industrial association
- Lawful sexual activity/sexual orientation
- Gender identity
- Transgender, transsexual or intersex status
- Marital or relationship status
- Physical features
- Political belief or activity
- Pregnancy, potential pregnancy or breastfeeding
- Race, colour, descent
- National or ethnic origin
- Religious belief or activity
- Sex or gender
- Status as a parent or carer
- Family responsibilities
- Irrelevant criminal conviction
- Medical record
- Personal association with someone who is identified by reference to any of the above attributes

## Bullying

Bullying is repeated, unreasonable behaviour directed towards a person, or group of persons, that creates a risk to health and safety. Bullying can be direct or indirect and it can include, but is not limited to, behaviours such as:

- Abusive, insulting or offensive language
- Name calling including that of a racist or sexual nature
- Spreading rumours
- Physical violence or intimidating behaviour e.g. an attack or threat
- Malicious teasing, put downs or practical jokes
- Excluding or socially isolating others
- Intruding on an someone's privacy by spying or stalking
- Displaying offensive material
- Use of mobile phones social media platforms to abuse, harass or intimidate (cyber bullying)
- Failure to intervene to stop bullying

## **Cyberbullying**

“Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others.” (Belsey 2007)

Cyberbullying includes, but is not limited to, the following misuses of technology:

- Harassing, teasing, intimidating or threatening another Registered Member by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or web site postings, irrespective of whether the post or message could be viewed by the wider public; and
- Sending, receiving and/or possessing naked or sexually explicit images of a Registered Member.

## **Sexual Harassment**

Sexual harassment refers to unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

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 harassment can occur regardless of any “innocent intent” on the part of the offender, and can take many forms and can be physical, visual, verbal or written.

Sexual harassment is prohibited regardless of the gender of the parties. A person can complain if he or she is harassed by someone of the same sex.

## **Victimisation**

Victimisation refers to subjecting a person or threatening to subject a person, to any unfair treatment because that person has or intends to pursue their right to make any complaint or for supporting another person to make complaint.

## **Policy Breaches**

It is a breach of this Policy for any person or organisation bound by this Policy to do anything contrary to this Policy, including but not limited to:

- Acting in a manner contrary to this Policy
- Bringing or acting in a manner likely to bring BHNC or Affiliates into disrepute. This includes conduct that is dishonest, fraudulent, corrupt, illegal, unethical, improper, unsafe and conduct that many cause financial or reputational loss.
- Discriminating against, sexually harassing or bullying (including cyber-bullying) any person covered by this Policy.
- Victimising another person for making or supporting a complaint.
- Engaging in a sexually inappropriate relationship with a person that s/he supervises, or has influence, authority or power over.



- Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within netball.
- Appointing or continuing to appoint a person to a role that involves working with children and young people contrary to this Policy.
- Disclosing to any unauthorised person or organisation any 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 has breached this Policy. Failing to comply with a direction given to the individual as part of a disciplinary process.

## Procedure

### Reporting

All members of BHNC (playing and non-playing), have a responsibility to immediately report any inappropriate or unlawful conduct to the President and Committee. All official reports of bullying will be investigated and responded to in collaboration with parents of the children involved in the incident and the committee. All reports will be treated seriously and investigated in accordance with this Policy and Procedure.

A player, coach, umpire, committee member, parent or spectator who believes that they have been discriminated against, bullied or harassed can take action in the following ways:

- Make a note of the date, time and location of the incident and save and store any inappropriate/abusive material on their computer, mobile phone or other device.
- If comfortable to do so, inform the respondent that the behaviour is offensive, unwelcome, against the Bimbadeen Heights Netball Club policy and should stop
- If not comfortable in confronting the respondent, or if the behaviour continues, report the incident to the President or nominated **Health and Wellbeing Officer**
- Submit a formal written complaint to the club via the President or **Health and Wellbeing Officer**
- Report the matter to the police

All or any of the above complaints notification process can be completed in conjunction with the complainant's parent/s. The complainant also has the right to discontinue the process at any time unless it is determined that the withdrawal of the complaint may not be in the best interests of the club or that the actions of the perpetrator are deemed unlawful.

### Investigation

All reports of inappropriate conduct as outlined in this Policy will be investigated fully and may result in a notification to Police where BHNC is legally obliged to do so. A notification to Police by an individual will not override BHNC's responsibility to fully investigate a complaint, if one has been lodged, and such investigation will be conducted alongside any Police investigation.



When a complaint is received, the Committee will:

- Obtain and record a full, step by step account of the incident
- Ensure the process outlined in this Policy is fully outlined and understood by both the complainant and the respondent
- Ascertain the complainant's preferred outcome e.g. an apology, the behaviour is to cease, mediation or other outcome deemed appropriate
- Advise the respondent and parents if applicable and take action as deemed necessary
- Arrange for the appropriate outcome to be activated, i.e. apology given, mediation
- Keep a confidential record of all details of all discussions and subsequent steps taken in the process.

### **Sanctions**

The Committee will seek to ensure that any disciplinary measure imposed is fair and reasonable and when considering suspension or expulsion, this decision will rest fully with a formal meeting of the standing committee.

At any point, parents may also be contacted for an informal or formal meeting to discuss strategies which may be used to support the player and to resolve behaviour issues.

Sanctions include but may not be limited to:

- A direction that the individual make a verbal and/or written apology
- A verbal or written warning
- Suspension from playing or participating in Club activities/roles including attending training and matches. This also applies to parents and spectators.
- Expulsion from the club