

Member Protection Policy 2013



Member Protection Policy

The Member Protection Policy as set out by Football Federation Australia provides us with a set of guidelines in regards to protecting members of Football Margaret River and direction when certain situations arise that involves either members of our club or people involved in the sport of football. The policy ensures that we as a club maintain an ethical stance in all types of situations and conduct overall sportsmanship like behaviour when functioning as a club either at home or away. When faced with inappropriate behaviour the policy provides us with procedures as to how to handle these kinds of circumstances. As a club we aim to make the sport of football enjoyable for all stakeholders and avoid any negative impacts that may be brought upon the club from unfortunate circumstances.

The policy outlines who the policy applies to, the responsibilities of the organisation as well as individuals of the club, the stance the Governing Body; either Football Federation Australia or Football West takes on all negative aspects that can affect the sport of football, it also addresses the code of conduct that participants are to follow at all times, breaches of the policy and disciplinary measures that are implemented when breaches occur.

The Member Protection Policy applies to not just our players on the pitch but to all people who are involved at different levels at our club, whether it be; coaches, referees, club administrators and to an extent spectators who come to watch us play the list goes on.

As an individual involved in our club there are certain responsibilities that you have and should uphold at all times. These responsibilities being;

- Being held accountable for your behaviour
- Ensuring the safety and welfare of children is factored in above all other considerations
- Complying with Working with Children Checks
- Complying with the standards of behaviour as set out by the policy

Position Statements

Football Margaret River and Football Federation Australia takes a stance on certain issues that are the most evident within our sport. Their position statements address issues such as child protection, anti-discrimination and harassment, sexual relationships, pregnancy, gender identity, drugs and alcohol, as well as smoking and cyber bullying.

Child Protection

The safety and wellbeing of children who are involved in our sport is paramount to the club. Children need to be nurtured and encouraged and free from negative impacts that may be caused by external factors.

There are several ways to address the safety and wellbeing of children, these being:

- Identifying and analysing potential risks of harm
- Developing codes of conduct for both adults and children
- Choosing suitable people to work with children
- Always supporting, training, supervising and enhancing performance
- Encouraging young people to promote and maintain a child safe environment
- Report any suspected cases of abuse or neglect

To maintain a secure environment for our children we prohibit taking images of children. Any photos taken of children require the permission of the parent/guardian before the photo is taken and the parent/guardian informed of how the photo will be used. Privacy for all of our players needs to be protected and any images used without the consent of a parent or guardian is illegal.

Taking images of children inside changing rooms, showers and toilets is **strictly prohibited**.

Anti-Discrimination & Harassment

Everyone has a right to enjoy our sport free from harassment and bullying. As a club we aim to protect our members from any forms of discrimination or harassment and avoid bringing the sport of football into disrepute. Regardless of age, gender, ethnicity, race etc. we aim to provide sport for all and all people have the right to enjoy our sport.

Forms of discrimination can appear as:

- Treating someone less favourably because of a particular characteristic.
- Intending to impose an unreasonable requirement, condition or practice which has an unequal effect on that person. For example, asking the person to perform activities that are outside their range of capabilities.
- Behaviour that is offensive, abusive, belittling, intimidating or threatening.

FMR is opposed to any behaviour like this and the appropriate Governing Body will handle any situations that may arise.

Sexual Relationships

Sexual relationships between coach and athlete should be avoided.

Such relationships have a harmful effect on not only the athlete but also the other athletes and coaches. Due to this, the team will cease to function as a working unit and disrupt the team dynamics.

If an athlete attempts to initiate an intimate relationship, the coach should take all steps to discourage such advances.

The appropriate Governing Body will determine whether any action is necessary to discourage a relationship between a coach and athlete. Such actions to discourage these relationships may be; a transfer to another club, a request for resignation or dismissal from coaching duties.

Pregnancy

- Women who are pregnant have a right to play football and should be free from discrimination or harassment.
- It is the athlete's decision to decide how they will participate in football while considering the health of their unborn child.
- Pregnant women must be treated with dignity and respect at all times.
- FFA does not require women to undertake pregnancy tests.

Gender Identity

This section refers to people who may consider themselves as transgender or transsexual. FMR is bound by this Policy to treat transgender people with dignity and respect.

Any form of discrimination or harassment will not be tolerated. An example of discrimination against a person who identifies as transgender is; when a transgender player is harassed when other players refuse to call her by her real name.

Transgender people will participate in football with the gender with which they identify.

Exclusion of transgender people from football may have negative implications on their health, well-being and the way they interact with the people around them.

Any disagreement on performance advantage over other players will be handled by the relevant Governing Body.

Alcohol Policy

The responsible service and consumption of alcohol should apply to any alcohol consumed during or after competition. To ensure responsible service of alcohol it is recommended to:

- Make sure light alcohol and soft drinks are always available
- Food is also always available
- Committee members are always on site

- People working behind the bar to have a Responsible Service of Alcohol Certificate

People under the age of 18 will not be served and are strictly prohibited from consuming alcohol.

Smoking Policy

Football Federation Australia takes a strong stance on smoking within the sport of football. Its policy applies to all matches and social functions:

- FMR is a smoke free venue.
- Our venue shall be smoke free at any sporting competitions involving people under the age of 18.
- This applies to coaches, players, trainers, volunteers, officials and spectators.
- Social functions shall be smoke free with designated outdoor smoking areas.
- Any person involved in an official capacity for the Club will remain smoke free.

Cyber Bullying/ Safety

FMR does not support bullying or harassment within the sport and bullying via the internet or social networks is not tolerated. Social networks include; Facebook, Twitter, MySpace, LinkedIn etc.

We understand that frustration or anger can occur within the game, whether it be after a loss or a decision made by a referee that you disagreed with, at all times you should resist posting negative comments about other players, coaches, referees or other sporting bodies on social networks.

We want all of our players to enjoy the sport and be free from bullying. Bullying causes negative impacts and distress to anyone who is a target of bullying.

Instead of posting negative comments on a social network, formal complaints can be made and can be handled by the appropriate Governing Body. In its place social networks can be used to promote our sport.

Bullying is regarded as a criminal offence and is punishable by imprisonment.

Code of Conduct

The participants' code of conduct relates to all of our athletes at all levels within our club. As a participant of FMR there is a code of conduct to be followed that ensures we act in an appropriate manner when representing our club.

1. Respect your fellow participants, coaches, officials and spectators.
2. Respect the talent, potential and development of fellow team members and competitors. We all have different skill levels.
3. Respect and care for the equipment our club has provided for you.
4. Be honest at all times with your coach concerning illness or injury.
5. Be honest in your attitude to training, work hard for yourself and the team.
6. Cooperate with coaches who are trying to prepare you for competition.
7. Do not exhibit inappropriate behaviour that is likely to bring FMR and the sport of football into disrepute.

Policy Breaches

Breaches of this policy by people of our organisation; Football Margaret River include but not limited to:

1. Breaching the Working With Children Code of Conduct.
2. Bringing football and FMR into disrepute.
3. Failing to follow this policy in relation to any of its position statements.
4. Any form of discrimination, harassment or bullying against another person.
5. Victimisation of a person who made a complaint.
6. Engaging in inappropriate sexual relationships.
7. Verbal or physical abuse against a person, including creating a hostile environment.
8. Disclosing private information about FMR.
9. Making an untrue complaint.
10. Failing to comply with an imposed penalty.
11. Failing to comply with a direction given to an individual or the organisation during the discipline process.

Disciplinary Measures

If a breach of this policy does occur then certain measures will be enforced to discipline the individual who has made this breach. The following discipline(s) will be enforced:

1. The individual make a verbal and/or written apology.
2. A written warning to the individual who made the breach.
3. The individual attend counselling.
4. Withdrawal of awards, medals or trophies obtained from competition.
5. Suspension of membership with FMR.
6. Depending on the seriousness of the matter, potential termination of membership with FMR may be enforced.
7. A recommendation from another Governing Body to terminate the membership of that individual.
8. Coaches or officials could have their accreditation de-registered either for a period of time or permanently.
9. A fine.
10. Any other discipline enforced by the Tribunal.

As a member of Football Margaret River it is important to remember that you are always representing our club and any inappropriate behaviour affects the reputation of our sport and our club. The Member Protection Policy should be complied with at all times and no matter where you are, when you are on the field playing for FMR you should act with an appropriate sportsmanship like behaviour.

Remember, football should be enjoyed by all and everyone has a right to play our sport regardless of their age, gender, race or talent. We aim to nurture and encourage our younger athletes to continuously develop their skills and to inspire our senior athletes to perform at the height of their abilities.