

# **SOUTHERN CANBERRA GYMNASTICS CLUB**

## **Member Protection Policy**

### **1 Preface**

The Southern Canberra Gymnastics Club Incorporated (SCGC) is committed to providing a recreational and professional environment free of discrimination and harassment (sexual or otherwise), where individuals are treated with respect and dignity. SCGC will not tolerate discriminatory or harassment behaviour under any circumstances and will take disciplinary action against anyone who breaches this Member Protection Policy.

SCGC's Member Protection Policy is part of its proactive and preventative approach to tackling inappropriate behaviour. SCGC's adoption of this Member Protection Policy is in accordance with its obligations under the Gymnastics Australia (GA) Member Protection Policy.

SCGC is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by SCGC. Accordingly, any person involved in the instruction, management or coaching of any member under the age of 18 years will be asked to undergo screening procedures including police and other probity checks.

Should a person wish to make any enquiries in relation to this Policy, please contact the SCGC Administration Officer at the club's front office or by calling 02 6296 3331.

### **2 Policy statement**

SCGC supports the Gymnastics Australia Member Protection Policy as amended from time to time and adopts it wholly as SCGC's Member Protection Policy.

For the purposes of this Member Protection Policy all references to Australian Gymnastics and/or association members should be read as references to GACT.

The GA Member Protection Policy can be accessed via the following link:

[https://www.gymnastics.org.au/images/national/About\\_Us/By\\_laws\\_Policies\\_Tech\\_Regs/Member\\_Protection\\_Policy\\_0219.pdf](https://www.gymnastics.org.au/images/national/About_Us/By_laws_Policies_Tech_Regs/Member_Protection_Policy_0219.pdf)

The GA Member Protection Policy should be read in conjunction with its Child Safe policy which can be accessed via the following link:

[www.gymnastics.org.au/images/national/About\\_Us/By\\_laws\\_Policies\\_Tech\\_Regs/Child\\_Safe\\_Policy\\_0219.pdf](http://www.gymnastics.org.au/images/national/About_Us/By_laws_Policies_Tech_Regs/Child_Safe_Policy_0219.pdf)

### **3 Related documents**

Related SCGC documents include the following:

- SCGC Constitution;
- SCGC Child Safe Policy
- SCGC Child Safe Policy Complaints Handling Process
- Gymnastics ACT constitution and related policy documentation;
- SCGC Grievance Policy;
- SCGC Discipline & Appeals policy;
- SCGC Privacy Policy.

### **4 Policy promotion**

This policy will be made available to all SCGC members via the SCGC website at : [www.southerncanberra.gymnastics.org.au](http://www.southerncanberra.gymnastics.org.au) and shall also be communicated to all staff.

### **5 Review**

To ensure its efficacy, this policy will be reviewed by the SCGC Committee each year. Any amendment to this policy must receive the approval of Committee.

In addition to the annual review, the board will review the associated procedures after each related matter and incorporate any applicable “lessons learnt”.

### **6 Additions or amendments**

In addition to the annual review of this policy recommended changes to the policy may be submitted to the Committee for consideration, at any time. In the event that the changes are accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

### **7 Non-compliance**

Non-compliance with this policy by any committee or other member will be treated as a serious breach of the club’s ethics and standards. Disciplinary action may be taken against any infringement of this policy with those responsible asked to explain to the committee the basis of their actions.

### **8 Member rights**

The Club has a Complaints Handling Procedure (which is a part of this Member Protection Policy) and will deal with any complaints about breaches of this Policy promptly, seriously, sensitively and at all times confidentially. The Club recognises that natural justice will be applied in the investigation and adjudication of a complaint.

## 9 **Confidentiality and reporting**

The Club administration is responsible for implementing this Policy and will keep confidential the names and details relating to complaints, unless disclosure is:

- necessary as part of the disciplinary or corrective process; and/or
- required by law.

## 10 **Version record**

Date	Issue	Author	Description of Revision
10 Sep 02	1.0	Bob Weight	First issue.
11 Jan 06	1.1	Bob Weight	Revise to Club 10 requirements
04 Jan 07	1.2	Bob Weight	Update after 2007 Planning Meeting – terminology consistency across the CMS
10 Sep 09	1.2	Bob Weight	Annual Review – no changes
10 Sep 10	1.3	Bob Weight	Annual Review – no changes
19 Jan 12	1.4	Bob Weight	Added obligations under the Working With Vulnerable People Act 2011
11 Sep 14	1.5	Bob Weight	Annual Review – no changes
20 Jan 16	1.6	Bob Weight	Annual Review – no changes
1 Aug 19	2.0	Bob Weight	Adoption of GA MPP