



BAYSIDE HOCKEY CLUB INCORPORATED
(**Bayside HC**)
Registration Number A0044571

MEMBER PROTECTION POLICY

Definitions

HA means Hockey Australia.

HV means Hockey Victoria.

Member means a member (including a playing member, non-playing member, social member and life member) of Bayside HC;

Relevant person means a person who is involved with the activities of Bayside HC whether in a paid or an unpaid/voluntary capacity, including:

- a Member;
- a person appointed or elected to the Bayside HC committee and any sub-committee;
- an employee or agent of Bayside HC;
- a support person, including manager, physiotherapist, psychologist, masseur, sport trainer and others;
- a coach, assistant coach and team manager;
- a referee, an umpire or other official;
- a spectator or supporter; and
- a parent or guardian of a player.

Application

This Policy applies to a Relevant Person acting in an official capacity as a representative of Bayside HC, or otherwise, in relation to any activities of, or relating to, Bayside HC.

This Policy applies to behaviour that occurs at training sessions, games and Bayside HC meetings, as well as at social events organised or sanctioned by the Bayside HC (or our sport, for example by Hockey Victoria). It also applies to behaviour on away and overnight trips. It covers private behaviour where that behaviour brings Bayside HC, hockey, or sport in general, into disrepute.

Policy

1. Position Statements

HA's Member Protection Policy (**HA Policy**) can be downloaded [HERE](https://www.hockey.org.au/integrity/) <https://www.hockey.org.au/integrity/>. The HA Policy outlines HA's commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse and other forms of inappropriate behaviour. The HA Policy informs everyone involved in our sport nationally, of his or her legal and ethical rights and responsibilities, and the standards of behaviour that are required. The HA Policy has been adopted by HV.

Bayside HC supports the HA Policy and adopts, and requires that all Relevant Persons comply with, the following Position Statements set out in the HA Policy that relate to:

1. child protection;
2. taking images of children;
3. anti-discrimination and harassment;
4. intimate relationships;
5. pregnancy;
6. gender identity;
7. alcohol;
8. smoking;
9. bullying, cyberbullying and cyberstalking; and
10. social networking

2. Bayside HC core values

This Policy supports Bayside HC's culture of openness, trust and integrity and complements, and reflects, Bayside HC's core values. These core values are an important part of the Bayside HC culture, and shape everything we do. Bayside HC expects all Relevant Persons to abide by these values. The Bayside HC core values are:

Integrity

- Be open, honest and transparent in all dealings;
- use powers responsibly;
- proactively manage any conduct issues; and
- avoid bias, favouritism or self-interest

Respect

- Treat others fairly and objectively;
 - promote diversity and inclusiveness;
-

-
- proactively manage any instance of discrimination, harassment or bullying;
 - consider the views of others; and
 - respect opposition in all grades of the competition.

Teamwork

- Believe that the whole is greater than the sum of its parts;
- rally around unified goals; and
- provide effective communication channels.

Community

- Be an active contributor and represent the local community; and
 - proactively search for ways to support our internal (club) & external (non-club) community.
-

Responding to potential Breaches of this Policy

Bayside HC may take disciplinary action against any Relevant Person if they breach this Policy. Action may include:

- a verbal or written warning;
 - suspension from training or games;
 - removal from position (eg as coach); or
 - suspension or termination of Bayside HC membership.
-

If you have any questions, concerns, or issue relating to the content of this Policy contact the Bayside HC Secretary on secretary@baysidehockey.com.au .

| | | |
|------------|----------------|------------------|
| Version: 3 | Date: Jun 2022 | Review: Jun 2025 |
|------------|----------------|------------------|