

NEWTON JAGUARS NETBALL CLUB (NJNC)
FAIR TREATMENT POLICY



1. PURPOSE

- To ensure that all NJNC members are provided with an environment which is free from behaviour which causes or has the potential to cause injury, offends, upsets, humiliates or frightens another person.
- To identify the roles and responsibilities associated with this policy within The CLUB.

2. SCOPE

- This procedure applies to all CLUB Members or their associates while associated with The CLUBs netball activities e.g. training, matches, CLUB functions and any other functions as a representative or accompanying a representative of The CLUB; and
- Is mainly concerned with assault, harassment, abuse, bullying and discrimination.

3. DEFINITIONS

Complaint

A formal or informal allegation made against a person by a CLUB Member/s or any other person/s of an inappropriate or unsatisfactory action or behaviour.

Assault

Intentional physical attack or threatening behaviour towards another person which causes or has the potential to cause injury, offends, upsets, humiliates or frightens another person, including (but not limited to) hitting, slapping, kicking, spitting, throwing of an object, scratching, pulling and tripping.

Abuse

Verbal insult or swearing or physical gesture which intentionally or unintentionally offends, upsets, humiliates or frightens another person.

The CLUB

Newton Jaguars Netball Club

Bullying

The use of a position of power or strength to threaten, hurt or influence another person

Harassment

Continued intentional or unintentional action or behaviour which offends, upsets, humiliates or frightens another person, including (but not limited to) sexual harassment.

Discrimination

Intentional or unintentional action or behaviour which offends, upsets, excludes, humiliates or frightens another person arising from (but not limited to) a person's gender, race, religion, age or sexuality,

Contact Officer

The CLUB Committee Member assigned to conduct or facilitate the investigation and resolution process associated with complaints.

NJNC Fair Treatment Policy	Issue No Date of origin:	2 18 th Dec 2001	Date of last review: Date of next review:	18 December 2008 December 2010	Page 1 of 3
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Members

A person who plays for The CLUB, is a parent of a player and/or a CLUB Official.

Complainant

The person/s who makes a complaint.

Accused

The person against whom a complaint has been made.

Party(ies)

The complainant or accused person (or both) and requested relevant representatives

CLUB Official

A CLUB Management Committee Member, team Coach or Manager.

4. POLICY STATEMENT

NJNC will ensure:

- 4.1 commitment to providing a safe and family orientated environment to be enjoyed by players, officials, families and supporters;
- 4.2 support for any members who are subjected to an assault, harassment, abuse, bullying or discrimination;
- 4.3 a 'Complaint Resolution Procedure' with processes for reporting investigating and resolving complaints is in place and made available to all members;
- 4.4 complaints relating to assault, harassment, abuse, bullying or discrimination are treated seriously, promptly and in accordance with the CLUBs Complaint Resolution Procedure;
- 4.5 NJNC will provide support and training to coaches, managers and committee to ensure they understand their roles and responsibilities associated with this Policy;
- 4.6 compliance with related Government laws, regulations and guidelines; and
- 4.7 all members are aware of their rights and responsibilities associate with this policy.
- 4.8 leadership and support to ensure that the policy objectives are achieved

5. RESPONSIBILITIES

5.1 **All members** are required to:

- report instances of assault, harassment, abuse, bullying and discrimination to their coach, manager or a Management Committee member;
- cooperate in the complaints resolution process as required; and
- abide by the decisions of the Management Committee.

5.2 **Coach, manager or a Management Committee member** are required to:

- forward complaints to the Management Committee
- report instances of assault, harassment, abuse, bullying and discrimination to their coach, manager or a Management Committee member;
- cooperate in the complaints resolution process as required; and
- abide by the decisions of the Management Committee.

NJNC Fair Treatment Policy	Issue No Date of origin:	2 18 th Dec 2001	Date of last review: Date of next review:	18 December 2008 December 2010	Page 2 of 3
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5.3 **Management Committee** must ensure:

1. all complaints are initially addressed by the Contact Officer
2. a resolution is determined by the Committee; and
3. support is provided to all parties as required.
4. report instances of assault, harassment, abuse, bullying and discrimination to their coach, manager or a Management Committee member;
5. cooperate in the complaints resolution process as required; and
6. abide by the decisions of the Management Committee.

6. LODGING A COMPLAINT

Refer: Complaints Resolution Procedure

7. REFERENCES

Player Code of Conduct

Coaches Code of Conduct

Parent and Supporter Code of Conduct

Privacy Policy

NJNC Constitution & By-Laws

Complaints Resolution Procedure