



MEMBER PROTECTION POLICY

1. The main objective of the Club's Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by participants of the Club. The Policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. The policy also covers the care and protection of children participating in our club's activities. This statement is based on the Golf Australia Member Protection Policy which this club has adopted as its over arching policy.
2. The policy applies to everyone involved in the club including committee members, administrators, coaches, officials, players, parents and spectators.
3. The policy covers unfair decisions and actions, breaches of our code of behaviour and behaviour that occurs anywhere or anytime in relation to club activities. The policy also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.
4. The Club will:
 - implement and comply with the policy;
 - promote the policy to everyone involved in our club;
 - promote and model appropriate standards of behaviour at all times; and
 - respond to breaches or complaints made under the policy promptly, fairly, and confidentially;
5. Everyone associated with our club must:
 - comply with the standards of behaviour outlined in the policy;
 - treat others with respect;
 - always place the safety and welfare of children above other considerations;
 - be responsible and accountable for their behaviour;
 - follow the guidelines outlined in the policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.
6. The Club is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. The Club will ensure that working with children checks/criminal history assessments are conducted for employees and volunteers working with children where an assessment is required by law. The Club will make all volunteers and employees aware of their responsibilities if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.
7. Parents/guardians are responsible for transporting their children to and from club activities. Where the club makes arrangements for the transportation of children we will conduct a risk

assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and appropriate safety measures are available.

8. Images of all members may be taken for use on the Club website, social media and print media when such members are presented with trophies or awards relating to golf achievements. The use of camera phones, videos and cameras inside changing areas, showers and toilets are banned. Personal information such as residential address, email address or telephone numbers will not be associated with any images used on the Club website, social media or print media.

9. The Club opposes all forms of harassment, discrimination and bullying whether this is face-to-face, indirectly or via communication technologies. Some forms of harassment, discrimination and bullying are against the law. Anyone who believes they have been harassed, discriminated against or bullied should raise the issue with the Club.

10. The Club is welcoming and we will seek to include members from all areas of our community. Where possible we will include people with a disability in our club. We will support and respect people from diverse cultures and religions to participate in our club and where possible will accommodate requests for flexibility. All people, regardless of their sexuality, are welcome at our club.

11. We recommend pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.

12. The club will support both sexes playing together in Club competitions.

13. The Club takes all complaints about on and off course behaviour seriously. We will handle complaints based on the principles of procedural fairness (natural justice), that is:

- all complaints will be taken seriously;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair;
- penalties imposed will be fair and reasonable;
- The club will follow the guidelines for complaint resolution found in the Golf Australia Member Protection Policy;
- If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority.

14. The Club will take disciplinary action against anyone found to have breached the policy or made false and malicious allegations. The Management Committee's determination will be final.

Any disciplinary measure imposed under the policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach;
- be governed by our Constitution, and the rules of the game of golf and the Golf Australia Member Protection Policy.