

## MEMBER PROTECTION & CHILD PROTECTION RISK MANAGEMENT POLICIES OVERVIEW

PADS' Member Protection Policy (MPP) and our Child Protection Risk Management Policy (CPRMP) aims to ensure our core values, good reputation and positive attitudes and behaviour are maintained. It assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from harassment, discrimination, bullying and abuse and other unfair or inappropriate conduct. It also reflects our commitment to and the implementation of the sport industry principles and values outlined in **The Essence of Australian Sport** – principles of fairness, respect, responsibility and safety.

It is essential that everyone involved in our sport is aware of their rights and responsibilities. Our policies include:-

- Our position on **Anti-Discrimination** and **Harassment**. Harassment and discrimination based on certain personal characteristics is prohibited not only because such conduct maybe illegal throughout Australia, but because such behaviour can be distressing, humiliating or threatening and creates an uncomfortable sporting environment for all involved.
- Our position on **Child Protection**. We place particular importance on the welfare and safety of children within the sport and require strict adherence to child protection legislation, where applicable.

Any form of abuse against children, not only physical abuse, is prohibited and the onus is on all within our sport to not only conduct themselves appropriately with the children, but to make known to the Member Protection Information Officer (MPIO) if one has been appointed and if an MPIO has not been appointed to the President of PADS any instances of suspected child abuse so it can be dealt with quickly and, where necessary, reported to the relevant authorities.

The Child Protection section of our MPP sets out the necessary police checks, screening processes and reporting procedures required by law for staff, members and volunteers in our sport.

- A confidential, quick and easy to use **complaints procedure** which is available to anyone who feels that they have experienced inappropriate behaviour.

All complaints will be treated seriously, with the aim of assisting the parties to resolve the complaint by discussion and agreement. Where this is not possible PADS will assist the parties to find an independent and appropriate qualified third party to assist them resolve the matter.

- PADS' **Codes of Conduct** that everyone must abide by. The Codes outline PADS' expectations of appropriate and ethical conduct and clearly defines inappropriate behaviours such as discrimination, harassment, child abuse, bullying etc that will not be tolerated.
- **Official forms** used for reporting and documenting issues covered in our Policies.

PADS will take disciplinary action against any person or organisation found to have breached this Policy or who makes vexatious, false or malicious allegations.

It is important to note that the MPP & CPRMP is only one step in ensuring the protection of members and providing an enjoyable and welcoming sporting environment.

This Policies Overview is not intended as a substitute for reading the MPP and CPRMP. Everyone within PADS should familiarise themselves with these policies, and in particular, the types of conduct referred to in the relevant sections so as to minimise the risk of inadvertent breaches of the policies. Instructors in particular should familiarise themselves with the relevant child protection and anti-discrimination legislation within the relevant State or Territory, and, where necessary, obtain appropriate qualified legal advice.

PADS' MPP and CPRMP can be found at [www.PADS.org.au](http://www.PADS.org.au)

A database for all trained MPIOs that can be searched by state or sport is available from <http://ausport.gov.au/ethics/memprotadb.asp>.

For further information contact the President of PADS as from time to time elected.