

# ADELAIDE COUGARS NETBALL CLUB



**POLICY 014:**

**HARASSMENT**

# Adelaide Cougars Netball Club

## Policy 014 – Harassment



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### 1. Purpose:

This policy is designed to ensure that all members within the Adelaide Cougars Netball Club (ACNC) are provided with an environment which is free from harassment of any kind.

### 2. Policy Statement

ACNC is committed to providing a playing environment free from harassment of any kind. Therefore the club will make every effort to ensure that members are provided with a safe playing environment which is harassment free. ACNC also recognises that all officials are owed the same duty of care.

ACNC will ensure that members who are subjected to harassment are supported and that complaints of harassment are treated seriously, promptly, confidentially and sensitively.

Support and training will be provided to ensure coaches, managers and committee understand their roles and responsibilities.

### 3. Policy Objectives

ACNC will provide leadership and support to ensure that the following policy objectives are achieved:

Creating a playing environment which is free from harassment, where all members are treated with dignity, courtesy and respect.

Providing education to all members to ensure that members know their rights and responsibilities.

Treating all complaints in a sensitive manner, fair, timely and confidential manner and protected from reprisals.

Provision of a process for the resolution of complaints.

Actively eliminating and preventing all forms of harassment throughout the club.

### 4. Responsibilities

Responsibilities for the storage and disclosure of information within the ACNC are allocated at all levels within the club according to the level of authority and competence. In particular the following:

#### 4.1 Management Committee

The Management Committee has ultimate responsibility for the implementation of this policy. The responsibility includes:



- The commitment to a harassment free playing environment and resolution of members written complaints.
- Ensuring there is a timely, effective and just system for dealing with member complaints including complaints of harassment.
- Ensure that all players, parents and staff understand that harassment will not be tolerated within the club.
- Ensure that complainants are not victimised on account of making a complaint of harassment.

### 4.2 Coaches

Coaches are responsible for ensuring that the policy is implemented and adhered to. Coaches will meet the following responsibilities:

- Ensure that action is taken to resolve complaints in the initial instances.
- Ensure they, their manager and players are familiar with this policy and confident to use it where necessary.
- Ensure that all players, understand that harassment will not be tolerated within the club.
- Take reasonable steps to ensure that all members under their direction are provided with a playing environment free from harassment.
- Ensure that complainants are not victimised on account of making a complaint of harassment.

### 4.3 Members

All members of the club will respect the rights of individuals and their differences.

Take steps to address harassment if they have the authority and knowledge in a particular situation.

Participate in education which is designed to provide members with knowledge and information about harassment.

Take steps to protect themselves from harassment from others.

### 4.4 Complaints Officer

Specifically the Complaints Officer will;

Listen sympathetically to the complaint

Not judge matters as too trivial, or prejudice either party.

Ensures no person acts without prior consent of the complainant



Attends meetings for which the complainant wishes them to be present.

Assist the complainant by exploring options to resolve their complaint.

### 5. References

Commonwealth Sex Discrimination Act 1984

The Equal Opportunity Act 1984.

### 6. Definitions

<b>Harassment</b>	Any behaviour which is not asked for and not warranted, which offends, upsets, humiliates or scares another person.
<b>Members</b>	Includes all players, committee, and parents involved at all levels of the club