

MEMBER PROTECTION POLICY

1. INTRODUCTION

Jets sets out its vision, mission and values as follows:

(a) **Vision/ Purpose**

A positive gymnastics movement.

(b) **Values**

- (a) **No one looks silly when they are having fun.** We promote an environment free from judgement where every individual is free to be themselves. We give them permission to have fun and be themselves.
- (b) **Sprinkle kindness like confetti.** This comes through in everything we do to ensure that all members are treated with the upmost fairness and respect. We teach the value of giving and looking out for one another to all staff, gymnasts and members.
- (c) **You have brains in your head and feet in your shoes, you can steer yourself in any direction you choose.** We empower people to be their best.
- (d) **If you always do what you've always done, you'll always get what you've always got.** We recognise, encourage and value the contributions all people make to Gymnastics, we embrace teamwork and the voice of our staff, members and gymnasts in leading positive change.

2. PURPOSE OF THIS POLICY

- (a) This Policy aims to maintain ethical, legal and informed decision-making and responsible behaviours within our sport. How we establish a culturally safe environment where the diverse and unique identities and experiences of all children are respected and valued. We highlight a person's right to be treated with respect and dignity and to be safe and protected from abuse. This Policy informs everyone involved in our sport of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required.

3. WHO THIS POLICY APPLIES TO

- (a) This Policy applies to the following people associated with Jets, its Committees, and Affiliated Clubs, whether in a paid or unpaid/voluntary capacity:
- (i) Persons appointed or elected to boards, committees and sub-committees;
 - (ii) Employees, contractors and volunteers of Jets;
 - (iii) Members of the Jets Sport Program Technical Committees;
 - (iv) Support personnel appointed or elected to teams and squads (including but not limited to managers, physiotherapists, psychologists, masseurs, sport trainers);
 - (v) Coaches and assistant coaches;
 - (vi) Athletes;
 - (vii) Judges and other officials involved in the regulation of the sport;
 - (viii) Members, including life members;
 - (ix) Athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by Jets; and
 - (x) Any other person including spectators, parents/guardians and sponsors, who enter venues for events operated by Jets or Affiliated Clubs.
 - (xi) Vendors
- (b) This Policy also applies to those people that meet the “Categories of Members” as outlined in clause 6.1 of the Jets Constitution.
- (c) The people referred to in clauses 3(a) and (b) will be referred to collectively in this Policy as “**person/s**” or “**people**”.
- (d) This Policy will continue to apply retrospectively to a person following the cessation of their association or employment with Jets.
- (e) Affiliated clubs must adhere to and implement this Policy for continued affiliation with Jets. Non-compliance may lead to the termination of the affiliation.

- (f) Individuals needing a Working With Children Check (WWCC) or Victorian Institute of Teaching (VIT) Card must register it on Jets' electronic system to demonstrate its ongoing validity when requested.

4. RESPONSIBILITIES OF JETS

Jets must:

1. Adopt, implement and comply with this Policy;
2. Make such amendments to its Constitution, Rules or Policies necessary for this Policy to be enforceable;
3. Publish, distribute and promote this Policy and the consequences of breaches;
4. Promote and model appropriate standards of behaviour at all times;
5. Promptly deal with any breaches or complaints made under this Policy in a sensitive, fair, timely and confidential manner;
6. Apply this Policy consistently;
7. Recognise and enforce any penalty imposed under this Policy;
8. Ensure that a copy of this Policy is available or accessible to the persons and associations to whom this Policy applies;
9. Use appropriately trained people to receive and manage complaints and allegations (Member Protection Information Officers (**MPIOs**) and or child safe officers); and
10. Monitor and review this Policy at least annually.

5. INDIVIDUAL RESPONSIBILITIES

All persons (as set out in clause 3) are responsible for:

- (a) Making themselves aware of this Policy and complying with its standards of behaviour;
- (b) Complying with Jets screening requirements and Victorian WWCC;
- (c) Placing the safety and welfare of children above all other considerations;
- (d) Being accountable for their behaviour;

- (e) Following the procedures outlined in this Policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour; and
- (f) Complying with any decisions and/or disciplinary measures imposed under this Policy.

6. CHILD PROTECTION

Please refer to “Child Safe and Child Friendly Policy”.

7. TAKING IMAGES

Jets will:

- (a) Take and share images of individuals in a lawful manner.
- (b) Jets may capture of Gymnasts and event attendees for promotions, unless otherwise notified in writing by a member.
- (c) Obtain permission before taking pictures of someone else’s child and inform the parent/guardian of how the image will be used.
- (d) Respect privacy by avoiding camera use in changing areas, showers and toilets.
- (e) Use child images cautiously, avoiding full names and personal details. Personal information won’t be displayed without parental consent. Only appropriate, relevant images promoting the sport will be used, seeking permission where possible.

8. ANTI-DISCRIMINATION AND HARASSMENT

Jets is committed to a fair and discrimination-free environment. We have zero tolerance for harassment and bullying. If anyone feels mistreated, they can report concerns to the manager or use our online reporting tool.

8.1 Discrimination

- (a) Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law
- (b) In Victoria, discrimination is illegal based on various personal characteristics. Some examples of these personal characteristics include age, gender identity, physical features, disability, race and beliefs. See humanrights.vic.gov.au for more information.

- (c) Discrimination can be direct or indirect, and awareness/motive are irrelevant.
- (d) In Victoria it is against the law to discriminate and/or harass people in areas of public life such as sporting clubs or in the workplace.
- (e) Examples of discrimination are available on the Play by the Rules website: www.playbytherules.net.au/legal-stuff/discrimination
- (f) In Victoria it is also illegal to victimise a person who is involved in making a complaint of discrimination or harassment.
- (g) Some exceptions to State and/or Federal anti-discrimination laws may apply, such as:
 - (i) holding a competitive sporting activity for boys and girls only who are under the age of 15;
 - (ii) excluding people on the basis of their sex and/or gender identity status from participation in a competitive sporting activity where the strength, stamina or physique of competitors is relevant to the specific activity (note that this does not apply to activity by children who are under the age of 12 years); and
 - (iii) not selecting a participant if the person's disability means he or she is not reasonably capable of performing the actions reasonably required for that particular activity.

8.2 Harassment

- (a) Harassment is any unwelcome behaviour likely to intimidate insult or humiliate.
- (b) Sexual harassment involves unwanted sexual behaviour causing humiliation or offense.
- (c) Mutual attraction between consenting adults is not considered sexual harassment.
- (d) Harassment may be a single or repeated incident, verbal or non-verbal, including electronic communication.
- (e) Public acts of racial and religious hatred are prohibited, extending to spectators and participants in public.

9. SEXUAL RELATIONSHIPS

- (a) Jets accepts consensual intimate relationships between consenting adults covered by this Policy, however such relationships should not adversely impact the interests of Jets.
- (b) People engaging in Jets activities must behave professionally, ensuring personal relationships don't compromise their responsibilities.
- (c) Coaches and officials must treat athletes with respect, avoiding sexual harassment, bullying, favouritism, or exploitation.
- (d) If a consensual relationship forms between an adult athlete and a coach or official, it must not compromise impartiality, professional standards, or the trust in the coach-athlete relationship.
- (e) When in doubt, seek advice from the MPIO or other Jets official to ensure professional, impartial conduct without conflicts of interest.
- (f) Factors influencing the appropriateness of relationships include age, vulnerability, dependence, power imbalance, and potential adverse impacts on athletes. If a relationship compromises professional standards or poses a conflict of interest, Jets may assign another coach or official to the athlete and take disciplinary action if not disclosed.

10. PREGNANCY

- (a) All persons must treat pregnant women with dignity and respect and any unreasonable barriers to participation by them in our sport should be removed. Jets will not tolerate any discrimination or harassment against pregnant women.
- (b) In accordance with our obligations to provide a safe environment for our members and associates, Jets may require a pregnant woman engaging in sporting or professional activities to provide a medical report in order for the organisation to determine whether the organisation is required to provide any reasonable support and assistance to protect the woman's safety.
- (c) Jets will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women.
- (d) Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport.

11. GENDER IDENTITY

All persons must treat people who identify as transgender or have intersex variation, with fairness, dignity and respect. Jets does not tolerate unlawful discrimination or harassment based on gender identity.

(a) Gender identity discrimination and harassment

- (a) Jets is committed to providing a safe, fair and inclusive sporting environment, opposing discrimination or harassment based on gender identity.
- (b) All individuals, regardless of gender identity, deserve fair and respectful treatment.
- (c) We expect all people bound by this Policy to act with sensitivity when a person is undergoing gender transition/affirmation.
- (d) If any person believes that they are being, or have been, harassed or discriminated by another person or organisation bound by this Policy because of their gender identity, they may make a complaint.

(b) Participation in sport

- (i) Jets supports sport participation based on gender with which a person identifies, recognising its impact on health and community involvement.
- (ii) If performance advantage issues arise, discrimination exceptions for sport participation will be considered.
- (iii) Jets is aware that the International Olympic Committee (**IOC**) has established criteria for selection and participation in the Olympic Games. Where a transgender person intends competing at an elite level, Jets will encourage them to obtain advice about the IOC's criteria which may differ from the position taken by Jets.
- (iv) Drug testing procedures and prohibitions also apply to people who identify as transgender. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

(c) Intersex status

- (i) Federal and state laws protect against discrimination based on intersex status.

- (ii) Jets opposes unlawful discrimination or harassment based on intersex status in its sporting environment.

12 ALCOHOL POLICY

Jets is committed to conducting sporting and social events in a manner that promotes the responsible service and consumption of alcohol. We also recommend that member clubs follow strict guidelines regarding the service and consumption of alcohol. In general, our policy is that:

- (i) alcohol should not be available or consumed at sporting events involving children and young people under the age of 18;
- (ii) alcohol-free social events be provided for young people and families;
- (iii) food and low-alcohol and non-alcoholic drinks be available at events we hold or endorse, where alcohol is served;
- (iv) a staff member is present at events we hold or endorse where alcohol is served to ensure appropriate practices in respect of the consumption of alcohol are followed;
- (v) safe transport options be promoted as part of any event we hold or endorse where alcohol is served; and
- (vi) we will not endorse, or assume any responsibility for, behaviour of individuals at an event following a Jets event where alcohol may have been consumed.

13 SMOKING POLICY

The following policies should be applied to sporting and social events:

- (i) no smoking shall occur at or near any sporting event or competition involving persons under the age of 18. This Policy shall apply to coaches, players, trainers, officials, contractors and volunteers;
- (ii) social functions shall be smoke free, with smoking permitted at designated outdoor smoking areas; in line with Tobacco reforms and;
- (iii) coaches, officials, trainers, contractors, volunteers and players will refrain from smoking and remain smoke free while involved in an official capacity for any of Jets or representative team, during and outside of competition.

14 ILLEGAL DRUGS

Currently there are two distinct but related illegal drug issues confronting sporting clubs: performance enhancing drugs; and illegal drugs used for social purposes. These two categories are not mutually exclusive.

- (i) The possession, use, distribution or selling of any drugs for any purposes on club premises, or at any function or activity organised by Jets or any affiliated club, is wholly prohibited.
- (ii) In drug incidents, Jet's initial actions prioritise safety and welfare, reflecting the duty of care to participants.
- (iii) Jets will investigate breaches of this Policy before deciding on a course of action.
- (iv) Jets may refer individuals involved in illegal drug use to medical services or relevant authorities.
- (v) Suspected drug suppliers will be immediately reported to authorities.
- (vi) For minors involved in apparent drug use, Jets may contact parents unless it risks greater harm.
- (vii) Coaches, officials, trainers, contractors, volunteers and players are not permitted to enter a Jets gymnasium under the influence of drugs and are not permitted to have any contact with children under the age of 18 years.

15 BULLYING AND VIOLENCE

Jets is committed to providing an environment that is free from bullying and violence. We understand that bullying and violence has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying and violence in all forms as unacceptable in our sport.

- (a) Bullying is characterised by repeated unreasonable behaviour creating risk to health and safety.
- (b) Bullying includes verbal abuse, exclusion, spreading rumours, and psychological harassment.
- (c) Cyberbullying via technology is not tolerated. If someone feels bullied or subjected to online bullying, they can make a complaint.
- (d) Bullying has the potential to cause great anxiety and distress to the person who has been the target of any comments or statements. In some cases, bullying is regarded as a criminal offence punishable by imprisonment, amongst other things.

- (e) Violence is force, directed towards a person or group, that is damaging, destructive, injurious, harmful, or hurtful. Violence can be a one-off incident or repeated force that can be physical, verbal or sexual. Verbal force can include threatening to use physical force.
- (f) Any violence committed by an adult against a person or persons is required to be reported to the police immediately. Any violence committed child against a person or persons will be referred to police where reasonable.

16 SOCIAL MEDIA POLICY

Jets acknowledges the enormous value of social media to promote our sport and celebrate the achievements and success of the people involved in our sport.

- (a) Social media means communicating via a broadcast medium in the sense that information published to a social media channel is capable of being transmitted to and read by a wide audience. These include Instagram, Facebook, TikTok and YouTube.
- (b) All Jets platforms are managed by multiple administrators to mitigate risk and ensure safe interactions and monitoring of content engagement.
- (c) We expect all people bound by this Policy to conduct themselves appropriately when using social networking sites to share information related to our sport.
- (d) Coaches, managers, judges and administrators of a Jets club cannot “friend” a child under the age of 18 years or their family on any social media.
- (e) In particular, social media activity:**
 - (i) must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
 - (ii) must not contain material, which is inaccurate, misleading or fraudulent;
 - (iii) must not contain material which is in breach of laws, court orders, undertakings or contracts;
 - (iv) should respect and maintain the privacy of others; and
 - (v) should promote the sport in a positive way.

17 WHAT IS A BREACH OF THIS POLICY

It is a breach of this Policy for any person or organisation to which this Policy applies to do anything contrary to this Policy, including but not limited to:

- (a) Breaching the Codes of Behaviour (attachment to this Policy);
- (b) Bringing the sport and/or Jets into disrepute or acting in a manner likely to bring the sport and Jets into disrepute.
- (c) Failing to follow Jets policies (including this Policy) and procedures for the protection, safety and welfare of children.
- (d) Discriminating against, harassing or bullying (including cyber bullying) any person.
- (e) Victimising another person for reporting a complaint.
- (f) Engaging in a sexually inappropriate relationship with a person that they supervise, or have influence, authority or power over;
- (g) Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- (h) Disclosing to any unauthorised person or organisation any Jets information that is of a private, confidential or privileged nature;
- (i) Making a complaint they knew or should have known to be untrue, vexatious, malicious or improper;
- (j) Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this Policy; or
- (k) Failing to comply with a direction given to the individual or organisation during the discipline process.

18 DISCIPLINARY MEASURES

18.1 Any disciplinary measure imposed under this Policy must:

- (a) Be applied consistent with any contractual and employment rules and requirements;
- (b) Be fair and reasonable;
- (c) Be based on the evidence and information presented and the seriousness of the breach; and

(d) Be determined in accordance with Jets Constitution, By Laws, this Policy and/or rules of the sport.

(e) Individual

18.2 If an individual breaches the policy, potential disciplinary actions include verbal or written apology, written warning counselling, withdrawal of awards, demotion, suspension, termination, fine, or any other deemed appropriate by the Jets CEO or Disciplinary Committee.

18.3 For affiliated clubs, disciplinary actions may involve written warnings, suspensions of rights and benefits, cessation of funding, non-sanctioning of events, and membership suspension or termination.

18.4 Factors influencing the discipline choice include the nature and severity of the breach, the person's knowledge, contrition, potential consequences, prior warnings and any mitigating circumstances.

Please see linked attachments:

[Dictionary](#)

[General Code of Behaviour](#)

[Screening / Working With Children Check Requirements](#)

[Complaint Handling Procedures](#)

[Reporting Requirements and Documents](#)