

# COBURG HARRIERS CODE OF CONDUCT

(Last updated and approved on dd/mm/yyyy)

## 1 Introduction

Coburg Harriers Club (“the Club” or “we”) is/are committed to providing an environment that is safe for all and free from harassment and abuse for all members (i.e. athletes, officials, coaches and volunteers) and parents, spectators, visitors and workers. This Code of Conduct has been developed to assist in that regard. It also supports the development of an environment which is conducive to the development, enjoyment and appreciation of athletics. We are committed to the health, safety and general well-being of all our members and we aim to ensure that everyone associated with the Club complies with this policy.

## 2. Purpose of this policy

This policy outlines our commitment to 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 Club of their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of all children and minors participating in our Club’s activities.

## 3. Who this policy applies to

This policy applies to everyone involved in the Club’s activities (i.e. athletes, officials, coaches and volunteers) and parents, spectators, visitors and workers.

## 4. Extent of the policy

This policy covers all Club activities at the Harold Stevens Athletic Track, plus all competitions, training, Fun Runs and social events organised, participated in or sanctioned by the Club. It also covers private behaviour where that behaviour brings our Club into disrepute.

## 5. Club responsibilities

### The Club will:

- implement and comply with this policy;
- promote this policy to everyone involved in the Club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under this policy promptly, fairly, and confidentially, in accordance with this policy;
- review this policy at least every two years; and
- seek advice from, and refer serious issues to, Athletics Victoria.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that external government authorities or Athletics Victoria request to be referred to them.

## 6. Individual responsibilities

Everyone associated with our Club must:

- comply with the standards of behaviour outlined in this policy;
- treat others with respect;
- always place the safety and welfare of children and minors above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines 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.

## **7. Protection of children**

### **7.1 Child safety and welfare**

The Club is committed to the safety and wellbeing of all children and young people at the Club. We will act without hesitation to ensure a child-safe environment is maintained at all times. We also support the rights and wellbeing of our members and volunteers and encourage their active participation in building and maintaining a secure environment for all participants. The Club aims to take measures to protect the safety and welfare of children participating in our sport by implementing the following actions.

- We will endeavour to minimise and prevent risk of harm to children because of the action of another person or persons at the Club.
- We will take all reasonable steps to engage the most suitable and appropriate people to work with children in prescribed positions, such as coaching. Where required by law, this will include a working with children check. If a criminal history report is obtained as part of the screening process, we will ensure that the criminal history information is dealt with in accordance with relevant legal requirements.
- In addition to any legal obligation, if any person feels that another person bound by this policy is acting inappropriately towards a child, they should raise the matter with the Club President or another office bearer.

### **7.2 Supervision of children**

We will provide a level of supervision that is adequate and relative to a member's age, maturity, capabilities, level of experience, nature of activity and nature of venue. If an adult member finds a child is unsupervised, we expect them to assume responsibility for the child's safety until the parent/guardian or supervisor can be found.

## **8. Anti-harassment, discrimination and bullying**

We seek to include members from all areas of our community. We oppose all forms of harassment, discrimination and bullying. This includes:

- treating or proposing to treat someone less favourably because of a particular characteristic;

- imposing or intending to impose an unreasonable requirement, condition or practice which has a disproportionate effect on people with a particular characteristic; and
- any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race and marital status.

We take all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the Club.

## **9. Responding to complaints**

### **9.1 Complaints**

We take all complaints about unacceptable behaviour seriously. We will handle all complaints in accordance with the Club's Rules of Incorporation: refer copy on the Club's website or request a copy thereof from the Club secretary or Committee member.