

Basketball Australia Member Protection Policy – Q & A

What is Basketball Australia doing to protect its members?

Basketball Australia is committed to the health, safety and well-being of all its members and participants and is dedicated to providing a safe environment for participating in the sport of basketball throughout Australia.

Basketball Australia has established The National Integrity Framework – a suite of policies, educational materials and other resources that safeguard basketball against corruption. The Framework applies to all competitions and events conducted under the auspices of Basketball Australia or a member state/territory association, including the National Basketball League.

The Framework includes a policy for member protection. It sets the broad expectations for the conduct of all Participants, but also incorporates detailed policies to regulate behaviour and ensure action can be taken against those who fail to adhere to behavioural standards and expose the sport to undue risk.

Who are Basketball Australia's members? Who does the Member Protection Policy apply to?

The Member Protection Policy applies to the following people whether they are in a paid or unpaid/voluntary capacity with Basketball Australia:

- Persons appointed or elected to boards, committees and sub-committees of Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs;
- Employees of Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs;
- Support personnel appointed or elected to teams and squads that represent Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs; (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers);
- Coaches and assistant coaches appointed or elected to teams that represent Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs;
- Athletes appointed or elected to teams that represent Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs;
- Referees, umpires and other officials involved in the regulation of the sport appointed by Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs;
- Members, including life members of Basketball Australia; Athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by Basketball Australia, Constituent Associations, Affiliated Leagues, Associations and Clubs; and Basketball Australia Member Protection By-Law
- Any other person or organisation including spectators, parents/guardians and sponsors, who or which agrees in writing (whether on a ticket, entry form or otherwise) to be bound by this policy.

This policy also applies to:

- Constituent Associations;
- League Associations;
- Affiliated Associations; and
- Clubs.

How are Basketball Australia members protected under this policy?

The Member Protection policy protects Basketball Australia members in a number of ways. It provides for particular protections in regard to:

- Child protection,
- Anti-discrimination and harassment,
- Intimate relationships,
- Pregnancy,
- Gender identity,
- Responsible service and consumption of alcohol,
- smoke free environment,
- Bullying,
- Social network sites, and
- Complaints handling.

For more information on each aspect of the member protection policy see <http://basketball.net.au/wp-content/uploads/2014/02/BA-Member-Protection-By-Law-2015.pdf>

I have concerns my son's/daughter's coach has an inappropriate relationship with players in their under 14s team.

Basketball Australia is committed to the safety and well-being of all children and young people who participate in our sport. We support the rights of the child and will act at all times to ensure that a child-safe environment is maintained. Basketball Australia ensures that Working with Children Checks are conducted for all employees and volunteers who work with children, where an assessment is required by law.

In **any and all** instances of inappropriate conduct towards a child, follow Basketball Australia's one page, 4 step guide to taking appropriate action.

Reporting allegations of child abuse is different in each state and territories. For fact sheets on what to do in your state see www.playbytherules.net.au

I'm a referee in a local league and feel bullied by supporters in the stand who target my race and religion week in week out.

Basketball Australia participants should be able to go about playing and referring the game they love without feeling bullied or threatened. Basketball Australia, through the Member Protection Policy is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable in our sport.

If you are feeling bullied or discriminated against in any way you should file a report of the incident (process outlined below). When making a report you will need to include as much information as possible about the suspected misconduct as possible.

How do I report an incident/breach of the Member Protection policy?

Speak up! We all have a duty to speak up when we see something that is a breach of this policy. Issues should be reported to:

- a Member Protection Information Officer;
- the CEO or President of the relevant organisation (e.g. club or association); or
- another appropriate person within the organisation (e.g. team manager, coach, etc.).

How will complaints be handled?

Complaints will be managed at the level at which they occur:

- State level matters, or matters that involve people operating at the state level, should be reported to and handled by the relevant state association.
- Club level matters, or matters that involve people operating at the club level, should be reported to and handled by the relevant club.
- Only matters that relate to, or which occurred at, the national level, as well as serious cases referred from the state and club level, will be dealt with by the national body.

For more information on Basketball Australia's Member Protection Policy see:

- <http://basketball.net.au/wp-content/uploads/2014/02/BA-Member-Protection-By-Law-2015.pdf>
- <http://basketball.net.au/integrity/>

This publication is intended to provide a summary of some of the key messages of the National Framework for Ethical Behaviour and Integrity in Basketball only and must not be relied on in place of the National Framework for Ethical Behaviour and Integrity in Basketball. The National Framework for Ethical Behaviour and Integrity in Basketball must be read in full. BA is not liable to users of this publication for any loss or damage however caused resulting from the use of this publication. BA reserves all of its rights.