

MEMBER PROTECTION POLICY SUMMARY

What is it for?

Triathlon SA believes members have a right to feel and be safe in every aspect of their lives, including sporting activities. Bullying, harassment and discrimination are unacceptable behaviours, and are in breach of our Code of Conduct.*

The member protection policy sets out both a procedure for dealing with issues should they arise, and also for preventing issues in the first place.

The focus is not simply on creating a zone free of risk or danger, rather it is about building an environment where members feel respected, valued and encouraged to reach their full potential.

Who does it apply to?

Pretty much everybody involved with TriSA and its activities, including-

- Triathlon SA members
- Employees, contractors and volunteers of Triathlon SA
- Team managers
- Coaches
- Technical officials
- Affiliated clubs
- Parents, guardians and spectators to the full extent that is possible

What should I do if I have a complaint about bullying, harassment or discrimination?

- Initially all complaints should be handled, as far as possible, at an informal level, eg through the coach
- Should you feel unable to address the matter directly, or if you just want to talk to someone about the situation, Triathlon SA has 2 qualified Member Protection Information Officers (MPIOs) available to talk with members confidentially.



Who are the MPIOs and what do they do?

Triathlon SA's two office administration staff, Karen O'Brien and Shirley Armstrong, completed MPIO training through the Office for Recreation & Sport in June 2009.

An MPIO is the first point of call for any enquiries, concerns or complaints about harassment, discrimination and/or abuse. Member protection officers do not investigate or resolve conflicts, but are there to listen and provide information about the person's options.

Typically, in an interview with an MPIO, the officer will-

- Take notes about the complaint (which will be kept secure and confidential)
- Try to sort out the facts of the problem
- Ask what outcome/how the complainant wants the problem resolved and if they need support
- Provide possible options for the complainant to resolve the problem
- Explain how our complaints procedure works
- Refer the complainant to an appropriate person to help them resolve the problem if necessary
- Maintain strict confidentiality (unless child abuse is disclosed, which must be reported)
- Inform the relevant government authorities and or police if required by law to do so.

***Code of Conduct**

Triathlon SA requires every individual and organisation bound by this policy to :

- Be ethical, fair and honest in all their dealings with other people and Triathlon SA.
- Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
- Always place the safety and welfare of children above other considerations.
- Comply with Triathlon SA's constitution, rules and policies.
- Operate within the rules and spirit of the sport.
- Comply with all relevant Australian laws particularly anti-discrimination and child protection laws.
- Be responsible and accountable for their conduct.