



MEMBER PROTECTION POLICY

POLICY	MEMBER PROTECTION POLICY
DATE ADOPTED	2012
REVIEW DATE	SEPTEMBER 2015
LAST AMENDED	

1. RATIONALE AND PURPOSE

- 1.1. The Australian Bowhunters Association Inc – NT Branch is committed to fair and safe play in archery.
- 1.2. The Australian Bowhunters Association Inc – NT Branch is committed to providing a sport and work environment free of discrimination and harassment (sexual or otherwise), where individuals are treated with respect and dignity, and where children are protected from abuse. The Australian Bowhunters Association Inc – NT Branch will not tolerate behaviour which constitutes abuse, discrimination or harassment under any circumstances and will take disciplinary action against anyone who breaches the Member Protection Policy.
- 1.3. This Member Protection Policy aims to provide the best possible environment in which members can excel and discharge their responsibilities to ensure the peak performance of all in the sport of archery.

2. MEMBER PROTECTION WITHIN AFFILIATED CLUBS

- 2.1 As most archery activity and member contact occurs within the club environment, the Australian Bowhunters Association Inc – NT Branch will ensure that the following actions occur within each of its affiliated clubs:
 - 2.1.1. Each club shall have a Member Protection Policy and a Member Protection Officer.
 - 2.1.2. Each club shall take reasonable steps to prevent inappropriate behaviour and have in place policies and procedures for dealing with inappropriate behaviour should it occur.
 - 2.1.3. Each club shall ensure that its Member Protection Policy is communicated to all members.
 - 2.1.4. Each club shall ensure that members know who to go to regarding queries and complaints around behaviours involving abuse, discrimination or harassment.



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- 2.1.5. Each club shall have clear procedures for dealing with abuse, discrimination and harassment, and complaints shall be dealt with promptly, sensitively and in a confidential manner.
- 2.2. When member protection issues arise within the club environment between club members, the handling of such issues will occur at the club level. However, the club may ask for assistance from Australian Bowhunters Association Inc – NT Branch at any time.
- 2.3. If the member protection issues arise at interclub or branch events, the issue will be handled as per procedures outlined in the ABA Constitution.

3. COMPLAINT PROCEDURES

- 3.1. We, the Australian Bowhunters Association Inc – NT Branch, undertake to deal with any complaints brought to us concerning a breach of this Member Protection Policy sensitively, promptly and respecting the privacy rights of individuals concerned.
- 3.2. Should the Australian Bowhunters Association Inc be asked to deal with a complaint, it shall comply with the procedures set out in “Guidelines for the Conduct of Investigations” and Section 19 (d) (“Disputes and Grievances”) in the ABA Constitution.

4. DISCIPLINARY ACTION

- 4.1. Disciplinary action will be taken by Australian Bowhunters Association Inc in accordance with Section 19 (d) in the ABA Constitution, against anyone who is found to be in breach of this Member Protection Policy.
- 4.2. Disciplinary action will also be taken against anyone who victimises or retaliates against a person who has complained of abuse, discrimination or sexual harassment.
- 4.3. The disciplinary action will depend upon the severity of the case, and may involve an apology, counselling, suspension of membership or any other forms of action deemed appropriate.
- 4.4. In all instances, child protection matters will be referred to the police or a family services authority.