

ACT VETERANS ATHLETIC CLUB

GPO BOX 2356, CANBERRA, ACT 2601

Member Inclusion, Support and Protection Policy

The ACT Veterans Athletic Club provides an inclusive and supportive environment for members to pursue athletics interests and to develop their athletic potential. This is the basis of the Club's policies, activities and events, and of actions and decisions by the Club's Committee, Subcommittees, and, from time to time, other special purpose groups acknowledged or recognised by the Committee.

To create the best conditions for members to pursue athletics interests and achievements, and in line with community expectations, the Club strongly encourages members to behave at all times in ways that are respectful, courteous, inclusive and fair. An important corollary of this policy is that a member behaves in ways that never offends nor causes physical injury to a member or a non-member.

- **RESPECTFUL** – a member recognises and values the differences in culture, experience and background of other members.
- **COURTEOUS** – a member behaves towards other members with good manners, both personally and in competition.
- **INCLUSIVE** – a member fulfils willingly the obligations and responsibilities of a member of the Club (a voluntary organisation) and behaves in ways that encourage members' participation in Club events and activities.
- **FAIR** – a member behaves in an even-handed way, both as an official of the Club and as a competitor, so that every member has an equal opportunity to participate in the Club's events and activities, and to achieve the best athletic outcome.

Important aspects of this policy that may require action by the Club include:

- in relation to the Club's policies, activities or events, any possible **defect that detracts** from the Club's capacity to provide an inclusive and supportive environment for members to pursue athletics interests and to develop their highest athletic potential
- in relation to the Club's Committee, Subcommittees, and other special purpose groups, any actions, including decisions, that are **lacking in respect, courtesy, inclusion or fairness**
- in relation to a member, any behaviour that another member perceives as harassment, bullying or discrimination. An indicative (that is, not exhaustive) list of offending behaviour includes: offensive or intimidating physical contact, actions or language; intentionally ignoring, isolating or excluding an individual or group; unjustified comments about a person's ability; personal insults, sarcasm and ridicule; inappropriate comments about appearance, beliefs or lifestyle; deliberately withholding information about a Club event or activity; threatening, or implying, the use of formal, including legal, procedures in order to intimidate; displaying offensive material; and threatening, abusive or offensive phone calls, messages or email.

Information about a defect, concern or personal grievance: A member who believes that he or she has information that indicates a possible defect in the Club's policies, activities, actions, or decisions, or behaviour by a member that are a possible breach of this policy (*Member Inclusion, Support and Protection*) should contact a member of the Club's Committee.

Fixing or dealing with a defect, concern or personal grievance: The member and the Committee member discuss the information and agree on steps, including confidentiality, to fix or deal with the issue that prompted the member to act. Should the member agree that the Committee receive the information, the Committee considers the information carefully and acts promptly, in accordance with the Club's constitution, to comply with its policy of inclusion and support to members and to eliminate any harassment, bullying and discrimination.