



## **MEMBER PROTECTION**

# **ANTI DISCRIMINATION, BULLYING AND HARASSMENT POLICY**

**Adopted by NSW Netball Association Ltd Board Meeting on  
10<sup>th</sup> December 2014**

<b><i>Update</i></b>	<b><i>Comments</i></b>
15 April 2008	Version 1 adopted by the NNSW Board.
10 December 2014	Version 2 adopted by the NNSW Board.

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## **1. POLICY STATEMENT**

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The Netball NSW Anti-Discrimination, Bullying & Harassment Policy forms one part of the Netball NSW Member Protection Policy, and as such, should be read in conjunction with the Member Protection Policy. This Policy applies to Netball NSW and all affiliated Associations.

Netball NSW aims to provide a sporting environment where all those involved in its activities are treated with dignity and respect, and without discrimination, bullying or harassment.

Netball NSW recognises that all those involved in its activities cannot enjoy themselves, perform to their best, be effective or fully productive if they are being treated unfairly, offended or harmed, discriminated against or harassed because of their age, disability, family responsibilities, gender identity, homosexuality, sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy, breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.

Netball NSW prohibits all forms of discrimination, bullying or harassment based on personal characteristics listed in the Definitions section of the Netball NSW Member Protection Policy. Discrimination, bullying and harassment are extremely distressing, offensive, humiliating and/or threatening and create an uncomfortable and unpleasant environment. In most circumstances discrimination, bullying and harassment are against the law.

Descriptions of some of the types of behaviour that could be regarded as discrimination, bullying or harassment are provided in the Definitions section at clause 11 of the Netball NSW Member Protection Policy.

If any person feels they are being harassed, bullied or discriminated against by another person or organisation bound by this Policy, please refer to the complaints procedure outlined in the Netball NSW MPP - Part C (Complaint Handling Regulation). This will explain what to do about the behaviour and how Netball NSW will deal with the problem.

## **2. APPLICATION OF THE POLICY**

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- 2.1 This policy applies to all financial members and employees of Netball NSW.
- 2.2 This policy applies to behaviour occurring both within and outside the course of Netball NSW and Association business, activities and events, when the behaviour involves individuals associated with Netball NSW or the respective Association and negatively affects relationships within the sporting and working environment.
- 2.3 This policy applies to discrimination, bullying and harassment occurring between any participants or financial member associated with it. Harassment may occur, for example, from:
- coach to player;
  - player to player;
  - administrator to employee;
  - player to coach;
  - administrator to coach;
  - coach to coach;
  - coach to administrator;
  - player to administrator;
  - coach to umpire;
  - umpire to coach;
  - player to umpire;
  - umpire to player; or
  - umpire to administrator.
  - Employee to employee
  - Employee to coach
  - Employee to umpire
  - Employee to administrator
  - Employee to player
  - Coach to employee
  - Umpire to employee
  - Player to employee
  - Administrator to employee
  - Any individual who performs work in any capacity, including contractors, subcontractors, apprentices, volunteers etc

### **3. POLICY GUIDELINES**

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- 3.1 Everyone bound by this policy must refer to the Netball NSW Member Protection Policy for definitions and categories of bullying, harassment and anti-discrimination.
- 3.2 Netball NSW is responsible for taking all reasonable steps to prevent bullying, harassment and discrimination within our organisation and for ensuring our policy is well known throughout the organisation. This means we will take whatever steps necessary to ensure that everyone in the organisation and all associated with it is aware of this policy and understands:
- what bullying, harassment and discrimination means;
  - that it is against the law; and
  - that it will not be tolerated.
- 3.3 Netball NSW will provide its employees with training, education, supervision and enforcement on matters of anti-discrimination, bullying and harassment.
- 3.4 Netball NSW will advise all staff of the types of behaviour which constitutes bullying, harassment and discrimination, and remind them of their obligations not to engage in such behaviour.
- 3.5 The CEO has ultimate responsibility for promoting an environment for Netball NSW personnel, and all associated with it, which is free of bullying, harassment and discrimination.
- 3.6 Netball NSW administrators, officials, managers, supervisors, and coaches have a direct responsibility to make sure that financial members and employees know about this policy and adhere to it. They have been trained in this policy and its implementation by means of forums to communicate the planning and implementation of the policy, together with inclusion of the policy issues in relevant courses.
- 3.7 Associations will be informed about this policy by distribution and promotion and during the delivery of relevant courses. Netball NSW affiliated Associations are in turn responsible for the promotion of this policy locally to their members.
- 3.8 Netball NSW is further responsible for ensuring that the policy and procedures are monitored and reviewed regularly.
- 3.9 It will be the responsibility of all employees and financial members to:
- comply with this policy;
  - offer support to anyone who is being bullied, harassed or discriminated against and let them know where they can get help and advice;
  - maintain complete confidentiality if they provide information during the investigation of a complaint; and
  - avoid gossiping or spreading rumours about bullying, harassment or discrimination (except where providing information as part of a legitimate investigation process). Such behaviour can result in legal action for defamation.