



FOOTBALL
QUEENSLAND



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SPORT INTEGRITY
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MEMBER PROTECTION POLICY

FACT SHEET

The Member Protection Policy (MPP) is designed to protect the welfare, wellbeing, and health of everyone involved in sport. It provides clear definitions of abuse, bullying, harassment, sexual misconduct, discrimination, victimisation and vilification in sport, along with information on how to report these behaviours.

Specifically, the Policy provides a framework to:

- ✓ promote a safe, trustworthy, and enjoyable environment at all levels, by protecting everyone in sport from discrimination, harassment, bullying and abuse
- ✓ protect the health, welfare, wellbeing, and safety of participants by ensuring everyone involved in sports is treated with respect and dignity
- ✓ ensure everyone in sport is aware of their legal and ethical rights and responsibilities, and the standards of expected behaviour
- ✓ protect the integrity of sport by reducing the risks of unacceptable behaviours.

Who does this Policy apply to?

The Policy applies to everyone involved in sport including participants, employees, contractors, coaches, officials and support personnel, at all levels, from the national level through to club sport.

The Policy only applies in relation to direct involvement in a sport activity or event. If an interaction has no clear link to a sporting event or activity, the Policy may not apply, and may be more appropriately dealt with under a different Policy, code of conduct or other sport rules.

Club Contact

Brothers Townsville FC Member Protection Information Officer (MPIO) is generally the first point of contact for persons with member protection or child protection enquiries or complaints. The MPIO provides information about the options available to members and the club about member protection and related issues and policies. The Club's MPIO is impartial and doesn't mediate/investigate complaints.

Depending on what level your matter relates to, will affect which MPIO you should contact. Generally, if your concern relates to behaviour or an incident which occurred at the:

- Club level or involves people operating at the club level
- State level or involves people operating at the relevant state level
- National level

Prohibited Conduct
The following actions and behaviours are breaches of the Policy:

- ⊗ **Abuse** including physical, emotional, psychological or sexual abuse.
- ⊗ **Bullying and the inappropriate use of power**, where actions are repeated and deliberate.
- ⊗ **Harassment** including unwanted behaviours which are reasonably likely to cause harm.
- ⊗ **Sexual harassment and sexual offences.**
- ⊗ **Discrimination** either deliberate or inadvertent.
- ⊗ **Victimisation of anyone who chooses to make a complaint, or plans to.**
- ⊗ **Vilification of anyone based on a particular characteristic**, as covered by legislation.

What is the reporting process?

All people involved in sport must report conduct that may be considered Prohibited Conduct under this Policy to Sport Integrity Australia via the online form at www.sportintegrity.gov.au.

What happens if someone commits a breach of this Policy?

Any alleged Prohibited Conduct that is reported will be dealt with under the Complaints Disputes and Discipline Policy. This could result in a sanction ranging from a warning, mandatory education to a ban from sport. Criminal conduct will be managed outside of this process by law enforcement.

Disclaimer

This fact sheet does not replace the National Integrity Framework Member Protection Policy. The Policy applies and overrules this fact sheet in any instances.