



TOWOOMBA MASTERS SWIMMING CLUB

POLICY: MEMBER PROTECTION POLICY

CONTENTS

1. Introduction
2. Purpose of Policy
3. Who this Policy Applies to
4. Individual Responsibilities
5. Position Statements
 - 5.1 Child Protection
 - 5.2 Anti-Discrimination & Harassment
 - 5.3 Intimate Relationships
 - 5.4 Pregnancy
 - 5.5 Gender Identity
 - 5.6 Responsible service and consumption of alcohol
 - 5.7 Smokefree environment
 - 5.8 Bullying
 - 5.9 Social Networking
6. Complaints
7. Amendment and review history

Toowoomba Masters Swimming Club (QTW) is committed to creating a safe, fair and inclusive sporting environment.

- We are committed to preventing all forms of harassment, discrimination and abuse and to promote positive behaviour and values.
- Inappropriate or unlawful behaviour will not be tolerated by the organization.
- This policy sets out codes of behaviour which apply to all members.
- Disciplinary action will be taken against individuals if there is a breach of the policy.

1. Introduction

Toowoomba Masters Swimming Club (QTW) is an affiliate of Masters Swimming Australia (MSA) and Masters Swimming Queensland (MSQ). The club is run by volunteers and offers regular training with qualified coaches, fun events and social activities. There is also the option for members to participate in club, branch, national and international events.

2. Purpose of this Policy

QTW's Member Protection Policy aims to maintain ethical and informed decision-making and encourage responsible behaviour. It outlines our commitment to a person's right to be treated with respect and dignity and to be safe and protected from abuse.

3. Who this Policy Applies to

This policy is based on the MSA Member Protection Policy and applies to:

- Members and committee members;
- coaches and assistant coaches;
- persons to whom disciplinary proceedings have been commenced, whether or not they have ceased their association with QTW during the disciplinary process.

4. Individual Responsibilities

Individuals bound by this policy are responsible for:

- 4.1 making themselves aware of, and complying with this policy;
- 4.2 placing the safety and welfare of children above other considerations;
- 4.3 being accountable for their behaviour;
- 4.4 following the procedures outlined in the QTW Complaints Policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate



TOOWOOMBA MASTERS SWIMMING CLUB

POLICY: MEMBER PROTECTION POLICY

- behaviour;
- 4.5 complying with decisions and/or disciplinary measures imposed under this policy; and
 - 4.6 abiding by the Code of Conduct.

5. **Position Statements** – this policy is based on the MSA Member Protection Policy which can be used for further information where required. QTW will abide by the MSA Member Protection Policy. ***Any person who feels they are being harassed or discriminated against by another person bound by this policy is encouraged to make a complaint to QTW following the process in the QTW Complaint Policy***

5.1 Child Protection

Although QTW is an organisation for adult swimmers, we acknowledge that children are sometimes present at events or venues. We are committed to ensuring the safety and wellbeing of all children and young people that we may have contact with.

We support the rights of the child and will act without hesitation to ensure a child-safe environment is maintained when children are involved in activities conducted by our organisation.

QTW prohibits the taking of images of children without gaining consent from the child's parent/guardian.

5.2 Anti-Discrimination and Harassment

QTW opposes all forms of harassment, discrimination and bullying, both direct and indirect. This includes treating someone less favourably because of a particular attribute; imposing a requirement which has an unequal effect on people with a particular attribute; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers.

It does not matter whether the harassment was intended. The focus is on the impact of the behaviour. The offensive behaviour does not have to take place more than once. A single incident can constitute harassment.

QTW is committed to seeking to provide wherever possible appropriate facilities to meet the needs of all members.

Unlawful discrimination covers discrimination based on age, disability, gender and race.

Sexual Harassment targets a person because of their gender, pregnancy, marital status or sexual orientation. It is any type of behaviour that the other person does not want and that is offensive, abusive, belittling or threatening. A reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

Sexual harassment can take many different forms and may include unwanted physical contact, comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment is not limited to members of the opposite sex.

Unlawful sexual harassment targets a person because of their gender, pregnancy, marital status or sexual orientation. A sexual offence is a criminal offence involving sexual activity or acts of indecency and will be reported to the police.

5.3 Intimate relationships

While consensual intimate relationships between coaches or officials and adult athletes are not prohibited, individuals in positions of authority should be aware of the power dynamics involved and act with integrity.

5.4 Pregnancy

Pregnant women will be treated with dignity and respect and any unreasonable barriers to participation by them in our sport should be removed. Pregnant women are encouraged to inform their coaches of any individual needs or limitations to ensure safe participation.

5.5 Gender Identity



TOWOOMBA MASTERS SWIMMING CLUB

POLICY: MEMBER PROTECTION POLICY

Gender identity means gender-related identity, appearance or mannerisms or other gender-related characteristics of a person. This includes the way people express or present their gender and recognises that a person's gender identity may be an identity other than male or female.

5.5.1 Gender identity discrimination and harassment

QTW is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate. We will not tolerate any unlawful discrimination or harassment of a person because of their gender identity. All persons, regardless of gender identity, are entitled to be treated fairly and with dignity and respect. Members will act with sensitivity when a person is undergoing gender transition/affirmation.

5.5.2 Participation in sport

QTW are committed to supporting participation in our sport regardless of the gender with which a person identifies.

5.5.3 Intersex status

QTW is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate. We will not tolerate any unlawful discrimination or harassment of a person because of their intersex status.

5.6 Responsible Service and Consumption of Alcohol

Alcohol consumption is not permitted during training or competitions. At social events, QTW encourages responsible drinking, with non-alcoholic options available.

5.7 Smokefree

Smoking shall be governed by the rules of any venue that is attended. Coaches and officials should refrain from smoking while acting in an official capacity.

5.8 Bullying

QTW is committed to providing an environment that is free from bullying. Bullying is unreasonable behaviour directed at a person, or people, that could victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying can include actions of an individual or a group; and it can be a one-off incident although it is characterised by repeated behaviour.

The following types of behaviour would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism.
- excluding or isolating a group or person.
- spreading malicious rumours; or
- psychological harassment such as intimidation; or
- cyber-bullying via digital platforms.

QTW will take prompt action to address such behaviour.

5.9 Social Networking

QTW acknowledges the enormous value of social networking to promote our sport. Social networking refers to any interactive website or technology that enables people to communicate and/or share content via the internet. This includes social networking websites such as Facebook and Twitter. QTW expects members to conduct themselves appropriately when using social networking sites to share information related to our sport.

In particular, social media activity including, but not limited to, postings, blogs, status updates, and tweets:

- must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually



TOOWOOMBA MASTERS SWIMMING CLUB

POLICY: MEMBER PROTECTION POLICY

- explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
- must not contain material which is inaccurate, misleading or fraudulent;
 - must not contain material which is in breach of laws, court orders, undertakings or contracts;
 - should respect and maintain the privacy of others; and
 - should promote the sport in a positive way.

Frustration at a referee, teammate, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint. See QTW Complaints Policy

6 COMPLIANTS

QTW is committed to deal promptly with any breaches or complaints in a sensitive, fair, timely and confidential manner. See the QTW Complaints Policy for full details.

REVIEW HISTORY OF MASTERS SWIMMING AUSTRALIA MEMBER PROTECTION POLICY

<i>Version</i>	<i>Date reviewed</i>	<i>Date approved</i>	<i>Content reviewed/purpose</i>
1.0	Created 27/06/25		Approval