



DLRA Policy MEMBER PROTECTION POLICY

FREQUENTLY ASKED QUESTIONS (FAQs)

Terms used in this document are defined in the "Definitions" section of the DLRA Member Protection Policy

Q. Why has DLRA implemented a Member Protection Policy?

A. The establishment of the Member Protection Policy (MPP) is an important step in ensuring our members participate in a safe environment free of harassment, and providing a mechanism for complaint resolution and guidelines for child protection. It is also a requirement of the Australian Sports Commission.

Q. What specific guidelines does the Member Protection Policy include?

A. The policy includes the following guidelines:

- Code of conduct;
- Child protection policy and state requirements;
- Anti-Discrimination and harassment policy;
- Workplace bullying;
- Complaints and handling procedures;
- Victimisation and vilification;
- Mediation and investigation procedures;
- Hearings and tribunals procedures; and
- Disciplinary measures.

Q. Who does the MPP apply to?

A. The MPP applies to the following, whilst involved in DLRA related activities, whether they are in a paid or unpaid/voluntary capacity:

- Members of DLRA boards, commissions, councils, committees, working groups and panels;
- Employees, contractors and volunteers;
- Competitors;
- Officials;
- Members, including life members;
- Affiliated clubs and associated organisations;
- Organisers and sponsors;
- Persons or organisations that are members of or affiliated to the DLRA;
- Any other persons and organisations participating in a DLRA activity to the full extent that is possible.

Q. If the MPP applies to me, what should I be doing?



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A. Individuals bound by the DLRA MPP are responsible for:

- Making themselves aware of the MPP and complying with the standards of conduct outlined in the MPP;
- Consenting to a national police check where required if the individual holds or applies for a role that involves direct and unsupervised contact with people under the age of 18 years;
- Complying with all other requirements of the MPP;
- Co-operating in providing a discrimination, child abuse and harassment free sporting environment;
- Understanding the possible consequences of breaching the MPP.

Q. If I want to make a complaint, who do I contact?

A. In the case of a breach of the MPP, you (the complainant) should try to sort out the problem with the person or people involved if you feel able to do so. If you are unable to do this, your first point of contact should be your DLRA Head Office. Head Office staff will put you in contact with a registered Member Protection Information Officer (MPIO) who can give you advice with your complaint.

Q. What would be considered a breach of the MPP?

A. It is a breach of the MPP for any person or organisation to which it applies, to have been found to have: Breached the Code of Conduct;

- Brought the sport and/or DLRA into disrepute;
- Failed to follow DLRA policies and procedures for the protection, safety and welfare of children;
- Appointed or continued to appoint a person to a role that involves working with children and young people contrary to the policy;
- Discriminated against or harassed any person;
- Victimised another person for reporting a complaint;
- Engaged in a sexually inappropriate relationship with a person that the person supervises, or has influence, authority or power over;
- Disclosed to any unauthorised person or organisation any DLRA information that is of a private, confidential or privileged nature;
- Made a complaint they knew to be untrue, vexatious, malicious or improper;
- Failed to comply with a penalty imposed after a finding that the individual or organisation has breached the policy;
- Failed to comply with a direction given to the individual or organisation during the discipline process; and
- Acted in any way contrary to the policy.

Q. Where can I obtain a copy of the DLRA Member Protection Policy?

A. The DLRA MPP is downloadable from our website. Alternatively, you can contact the DLRA Head Office on 1300 653 529 and ask for a copy to be posted.