

AUSTRALIAN OUTRIGGER CANOE ASSOCIATION LTD

By Law 12 - Member Protection, Anti-Doping & Risk Management Policies

DISCLAIMER: This By Law does not constitute legal advice.

Commencement date: 24 October 2022

By Law to be reviewed by AOCRA Ltd as required

TABLE OF CONTENTS

1.	INTRODUCTION	1
2.	PURPOSE OF THIS POLICY	1
3.	WHO IS BOUND BY THE POLICY?	2
4.	ORGANISATIONAL RESPONSIBILITIES	3
5.	INDIVIDUAL RESPONSIBILITIES	3
6.	MEMBER PROTECTION POLICIES	4
7.	CODES OF BEHAVIOUR	6
8.	POLICY LISTING	8

PART A: NATIONAL MEMBER PROTECTION POLICY

1. INTRODUCTION

This By-Law is updated to recognize AOCRA has formally adopted the National Integrity Framework and policies developed by Sports Integrity Australia, effective October 2022. These policies enable our organisation to mitigate integrity threats to provide a safe, fair and trustworthy environment for all participants at all levels. This suite of integrity policies outlining behaviours, and expectations of all participants in our sport defines our member protection policy. Sports across Australia have adopted the National integrity framework which is a program applying consistency in the way the sports uphold the integrity of all involved, handle complaints and breaches to protect our members, officials and volunteers, along with the use of drugs and prohibited conduct in relation to Competition Manipulation and Gambling. In addition to the National Integrity Framework AOCRA has adopted the Australian National Anti-Doping Policy, effective from 1 January 2021.

2. PURPOSE OF THIS POLICY

This National Member Protection Policy (“the policy”) assists AOCRA to uphold its core values and create a safe, fair, and inclusive environment for everyone associated with our sport. The policy aims to maintain ethical and informed decision-making and responsible behaviours within our sport. It outlines our commitment to a person's right to be treated with respect and dignity and to be safe and protected from abuse. The policy informs everyone involved in our sport of their legal and ethical rights and responsibilities and the standards of behaviour that are required.

The policy attachments outline the procedures support our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, AOCRA will take disciplinary action when a person or organisation bound by this policy are in breach.

These policies include the National Integrity Framework (NIF) policies developed by Sports Integrity Australia as adopted by AOCRA and complimented by AOCRA policies.

These policies are endorsed by the current management committee and incorporated into our By-Laws are in effect as of 22nd October 2022 and will operate until replaced. Copies of the current policy and its attachments are available on the AOCRA website located under:

[AOCRA | Administration](#) - Governance and By Laws.

3. WHO IS BOUND BY THE POLICY?

AOCRA requires every individual, club, state centre and zone bound by this document to:

- be ethical, fair and honest in their dealings with other people and AOCRA;
- treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- always place the safety and welfare of others, especially juniors, above other considerations;
- comply with AOCRA's constitution, By Laws, rules, policies, and procedures;
- operate within the rules and spirit of the sport;
- comply with relevant state and federal legislation;
- be responsible for their behaviour and code of conduct.

The policy applies to the following people within AOCRA's membership base whether they are in a paid or unpaid/voluntary capacity:

- persons appointed or elected to AOCRA committees and sub-committees;
- employees of AOCRA;
- support personnel appointed or elected to teams and squads (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers) coaches and assistant coaches;
- all athletes;
- race directors, safety officers and other officials involved in the regulation of the sport;
- members, including life members of AOCRA;
- athletes, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by AOCRA;
- any other person including spectators, parents/guardians and sponsors, who or which agrees in writing (whether on a ticket, entry form or otherwise) to be bound by the policy];

The policy also applies to the following associations:

- Zones;
- State Centres
- Affiliated Clubs
- Associated organisations.

4. ORGANISATIONAL RESPONSIBILITIES

AOCRA Management Committee

The AOCRA management committee shall:

- ensure the policy is reviewed annually
- ensure club Risk Management Plans are reviewed on an annual basis.
- provide support and advice to all Zones, State Centres, Clubs, and individuals when requested and appropriate to do so.

Zones, State Centres and Affiliated Clubs are required to adopt and implement the policy and to provide proof to AOCRA of the approval of the policy by the relevant executive committee in accordance with its constitution.

AOCRA and its affiliated Zones, State Centres shall:

- adopt, implement, and comply with this policy
- ensure that the Constitution, By-laws or other rules and policies include the necessary clauses for this policy to be enforceable
- publish, distribute, and promote this policy and the consequences of any breaches
- always promote and model appropriate standards of behaviour
- deal with any breaches or complaints made under this policy in a sensitive, fair, timely and confidential manner
- apply this policy consistently
- recognise and enforce any penalty imposed under this policy
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies
- use appropriately trained people to receive and manage complaints and allegations of inappropriate behaviour
- monitor and review this policy at least annually.

5. INDIVIDUAL RESPONSIBILITIES

Member associations must also undertake to ensure that affiliated Clubs and individual Members are bound by this policy and are made aware of this policy and what it says.

Individuals bound by this policy are responsible for:

- making themselves aware of the policy and complying with the codes of behaviour it sets out

- consenting to our screening requirements and any state/territory Working with Children Checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18
- placing the safety and welfare of children above other considerations
- being accountable for their behaviour
- following the steps outlined in the policy for making a complaint or reporting possible child abuse
- complying with any decisions and/or disciplinary measures imposed under the policy.

The policy will continue to apply to a person, even after they have stopped their association or employment with AOCRA, if disciplinary action against that person has commenced.

National Team Officials

The roles and selection of National Team Officials is documented in [AOCRA By-Law #11](#).

6. MEMBER PROTECTION POLICIES

The Member Protection Policies (MPP) adopted by AOCRA are a set of policies including the National Integrity Framework implemented by Sports Integrity Australia and AOCRA specific policies, rules, and by-laws.

The specific policies are all available on the AOCRA website and include;

Sport Integrity NIF Documents

- National Integrity Framework
- Member Protection Policy
- Improper Use of Drugs and Medicine Policy
- Competition Manipulation and Sports Wagering Policy
- Child Safeguarding Policy
- Child Safeguarding Policy-South Australia Addendum
- SIA Anti-Doping Policy

The Above Policies Are All Under Pinned By

- Complaints, Disputes and Disciplinary Policy

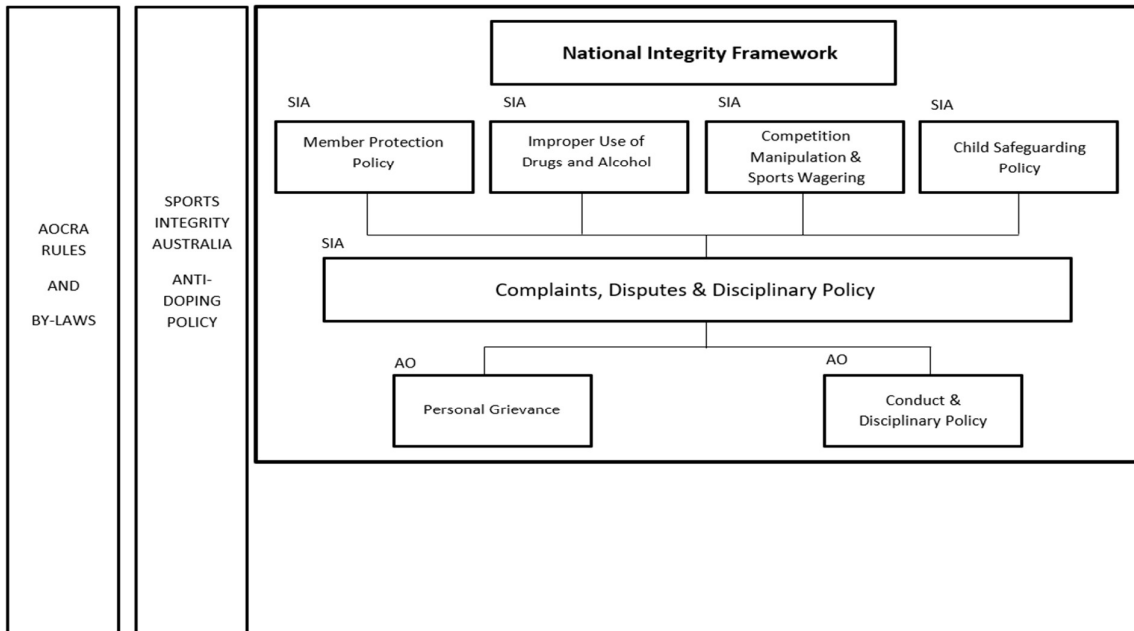
The Above Policies Are Supplemented By;

AO Personal Grievance Policy

AO Conduct and Disciplinary Policy

Please refer to the diagram below that demonstrates framework and how the policies fit together and work in conjunction with each other.

Diagram 6.1



A complaint is eligible to be assessed by Sport Integrity Australia under the independent complaint handling process if it meets the following criteria:

1. The alleged conduct meets the definition of Prohibited Conduct under any of the following policies:
 - Child Safeguarding Policy
 - Competition Manipulation and Sports Wagering Policy
 - Improper Use of Drugs and Medicines Policy
 - Member Protection Policy
 - National Integrity Framework
2. The alleged Prohibited Conduct occurred in sport.
3. The alleged Prohibited Conduct occurred after AOCRA commenced the National Integrity Framework (1 July 2022).
4. The person or organisation accused of wrongdoing is currently bound by Paddle Australia's policies (that is, they must have agreed to be bound by membership or agreement).

The NIF Framework does not handle the following matters which are managed by AOCRA and the subject of separate policies available on the AOCRA website located under [AOCRA | Administration](#) - Governance and By Laws.

- Whistleblower disclosures
- Disputes that have been raised prior to incorporating the NIF Policies
- Disputes/Complaints that have been heard before

- Selection disputes
- Personal grievances
- Social Media Breaches
- Code of Conduct breaches
- Governance misconduct
- Employment disputes
- Competition-related rules
- Anti-doping (these matters are managed under the Anti-Doping Policy provided by Sport Integrity Australia).

PART B: CODES OF BEHAVIOUR

7. CODES OF BEHAVIOUR

Our society expects high standards of behaviour from all people involved in sport and it is vital these expectations are met, and the integrity of sport maintained. Regardless of the nature of a person's involvement in sport, The Essence of Australian Sport provides four guiding principles that lead to appropriate behaviour: Fairness, Respect, Responsibility and Safety.

The following Code of Behaviour has been developed to reflect and uphold these principles and assist in retaining the integrity and enjoyable aspects of sport. In consistently enforcing the Code, AOCRA will assist in providing safe and appropriate environments and quality services to their members, stakeholders and volunteers.

All Persons Involved in Outrigger Canoeing:

- Operate within the rules and spirit of outriggering, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background, or religion.
- Respect the decisions of officials, coaches, and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.

- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Sign a code of conduct upon registration with their club or acknowledgement online when they pay AOCRA fees that they have read and agree to abide by the code.

Athletes

- Always give your best.
- Participate for your own enjoyment and benefit.

Coaches

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented.

Officials

- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.

Administrators

- Act honestly, in good faith and in the best interests of the sport.
- Ensure that any information acquired, or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence, and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

Parents

- Encourage children to participate and have fun.
- Focus on the child's effort and performance rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.

Spectators & Volunteers

- Respect the performances and efforts of all people.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or athletes.

PART C: POLICY LISTING

8. POLICY LISTING

All AOCRA Policies Are Located on the AOCRA website under: [AOCRA | Administration - Governance and By Law](#)

- National Integrity Framework
- Member Protection Policy
- Improper Use of Drugs and medicine Policy
- Competition Manipulation and Sports Wagering Policy
- Child Safeguarding Policy
- Child Safeguarding Policy-South Australia Addendum
- SIA Anti-Doping Policy

The Above Policies Are All Under Pinned By

- Complaints, Disputes and Disciplinary Policy

The Above Policies Are Supplemented By

- AO Personal Grievance Policy
- AO Conduct and Disciplinary Policy