

Edgeworth & District Little Athletics Centre (EDLAC)

Member Protection Policy

1. Introduction

Edgeworth & District Little Athletics Centre (EDLAC) is committed to creating a safe, fair, and inclusive environment for all participants. To achieve this, EDLAC has adopted a Member Protection Policy based on the Little Athletics Australia (LAA) Integrity Framework.

This policy outlines standards of behaviour (known as *Prohibited Conduct*) and provides guidance for addressing breaches. It must be read alongside EDLAC's Complaints, Disputes and Discipline Policy and Child Safeguarding Policy.

This policy operates alongside EDLAC's constitution and relevant Australian laws.

2. Definitions and Interpretation

Unless otherwise defined, terms in this policy have the meaning set out in EDLAC's Complaints, Disputes and Discipline Policy and Child Safeguarding Policy.

Key definitions include:

- **Abuse:** Physical, emotional, psychological, sexual, financial abuse, or neglect.
- **Bullying:** Repeated inappropriate behaviour causing distress.
- **Harassment:** Offensive or unwelcome behaviour.
- **Sexual Misconduct:** Sexual harassment or criminal sexual offences.
- **Unlawful Discrimination:** Less favourable treatment based on protected attributes.
- **Victimisation:** Adverse treatment due to complaints or disclosures.
- **Vilification:** Public acts inciting hatred or serious contempt based on personal characteristics.

3. Jurisdiction

3.1 Who This Policy Applies To

This policy applies to:

- All members, athletes, coaches, officials, volunteers, and employees of Edgeworth & District Little Athletics.
- Visitors participating in Edgeworth & District Little Athletics activities.

3.2 When This Policy Applies

This policy applies:

- During all EDLAC activities (training, competitions, events).
- Sanctioned events by NSW Athletics or Athletics Australia
- To behaviour involving ELAC participants outside activities where linked to athletics involvement (e.g., online bullying related to athletics).

4. Prohibited Conduct

The following behaviours are considered *Prohibited Conduct* under this Policy:

- Abuse
- Bullying
- Harassment
- Sexual Misconduct
- Unlawful Discrimination
- Victimisation
- Vilification

Specific examples of each are included in **Schedule 1** of this Policy.

5. Complaints, Disputes & Discipline

Complaints regarding breaches of this Policy must be managed in accordance with the EDLAC Complaints, Disputes and Discipline Policy.

6. Review

This policy will be reviewed annually to ensure relevance and effectiveness.

Approved by: EDLAC Committee **Effective Date:** 29/07/2025

Review Date: 24/05/2026

7. Integrity Framework Alignment

This Policy forms part of EDLAC's broader commitment to integrity and safeguarding, aligned with national standards set by Little Athletics Australia and Sport Integrity Australia.

Schedule 1 –Examples of Prohibited Conduct

(Summarised; full examples available upon request)

Type	Examples
Abuse	Physical assault, sexual abuse, emotional abuse, financial control, neglect.
Bullying	Exclusion, insults, spreading rumours, harassment based on protected attributes.
Harassment	Racial jokes, sexually suggestive messages, intrusive personal questions.
Sexual Misconduct	Unwelcome touching, suggestive comments, sexual assault.
Unlawful Discrimination	Discrimination based on race, sex, disability, or other protected attributes.
Victimisation	Dismissal or disadvantage after raising complaints.
Vilification	Public hate speech or material targeting race, religion, gender, etc.