



KDBA MEMBER PROTECTION POLICY

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RELATED POLICIES:	KDBA Child Safeguarding Policy KDBA Complaints Policy Basketball Australia Member Protection Policy
SUPPORTING DOCUMENTS:	KDBA Code of Conduct

Introduction

Kalamunda & Districts Basketball Association (“KDBA”) are committed to ensuring that everyone involved with basketball is treated with respect and dignity and is protected from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.

As a Basketball Australia Member Organisation, KDBA has chosen to adopt the Member Protection Policy developed by Basketball Australia (BA). This document summarises that Policy and the full BA Policy can be viewed using the link above.

The Policy seeks to ensure that everyone involved in our sport is aware of their rights and responsibilities. It sets out the minimum standards of behaviour expected of those involved in basketball and the behaviours that are not acceptable (‘Prohibited Conduct’).

KDBA is responsible for applying this Policy in relation to Participants, Clubs, Competitions and Events under its jurisdiction.



1. OVERVIEW

The Member Protection Policy is designed to protect the welfare, wellbeing, and health of everyone involved in basketball. It provides clear definitions of abuse, bullying, harassment, sexual misconduct, discrimination, victimisation and vilification, 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.

2. DEFINITIONS AND INTERPRETATION

Terms not otherwise defined in this document have been defined in and have the meaning given to them, in the Basketball Australia Member Protection Policy (“Policy”). Refer to the Policy for a full list of definitions.

3. JURISDICTION

Who does the Policy apply to?

3.1 This Policy applies to all Participants who are members of KDBA.

When does the Policy apply?

3.2 The Policy applies in relation to direct involvement in a KDBA basketball activity or event, including:

- 3.2.1 any related dealings with KDBA or their staff, contractors, and representatives; and
- 3.2.2 related dealings with other Participants, including from Basketball WA or any other Association / Authorised Provider in their capacity as a Participant.

3.3 The following is not within scope of the Policy:

- 3.3.1 where an interaction (including social media interactions) occurs involving one or more Participants, and has no clear link to a KDBA basketball event or activity;
- 3.3.2 where an interaction occurs and the only link or connection between the interaction and basketball is the fact that one or more individuals are Participants;



- 3.3.3 where Prohibited Conduct occurs in contravention of this Policy, any subsequent conduct, or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to basketball (even where such conduct or interaction(s) would otherwise be Prohibited Conduct); and
- 3.3.4 where KDBA determines, in their absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, code, rules or regulations.

4. PROHIBITED CONDUCT

- 4.1. A Participant will be considered to have breached the Policy by displaying any one or more of the following actions and behaviours:
- 4.1.1. **Abuse** including physical, emotional, psychological or sexual abuse.
- 4.1.2. **Bullying and the inappropriate use of power**, where actions are repeated and deliberate.
- 4.1.3. **Harassment** including unwanted behaviours which are reasonably likely to cause harm.
- 4.1.4. **Sexual misconduct** including harassment.
- 4.1.5. **Unlawful discrimination** including both deliberate and inadvertent, direct or indirect discrimination based on a Protected Characteristic, such as:
- age
 - Disability
 - race or ethnicity
 - sex, sexual orientation or gender identity
 - religion
- 4.1.6. **Victimisation** of anyone who chooses to make a complaint or plans to.
- 4.1.7. **Vilification** based on a Protected Characteristic.

Note: This a summary only – for full definitions relating to Prohibited Conduct including specific examples, refer to Schedule 1 of the Basketball Australia Member Protection Policy.

5. PROHIBITED CONDUCT AFFECTING CHILDREN AND YOUNG PEOPLE

If Prohibited Conduct (as outlined in Clause 4) under the Policy is alleged to have happened towards anyone under the age of 18, it should be considered an alleged breach of the Child Safeguarding Policy.



Information on how to report breaches of the Child Safeguarding Children Policy can be found online at <https://www.sunsbasketball.com.au/resources/>.

6. REPORTING

What is the reporting process?

6.1. You must report conduct that may be considered Prohibited Conduct under this Policy to KDBA in accordance with the process detailed in the KDBA Complaints Policy.

What happens if someone commits a breach of this Policy?

6.2. Any alleged Prohibited Conduct that is reported to KDBA will be managed under the Complaints Policy. The matter may be dealt with by KDBA or escalated to Basketball WA, as outlined in the Complaints Policy.

6.3. Possible outcomes could include Sanctions ranging from a warning or mandatory education to a ban from basketball. Criminal conduct will be managed outside of this process by law enforcement.

7. DISCLAIMER

This document does not replace the Basketball Australia Member Protection Policy. The Basketball Australia Policy applies and overrules this document in any instances.