

THE GLIDING FEDERATION OF AUSTRALIA INC

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Member Protection Policy

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REVISION RECORD

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Gliding Australia is committed to providing an environment which is free from discrimination, harassment and abuse for everyone, which promotes respectful and positive values and behaviour, and which is safe for children. All Members have a responsibility to abide by these core values.

1 Purpose

This Member Protection Policy aims to ensure our core values, good reputation, positive and responsible behaviours and attitudes are maintained. It outlines our commitment to, and assists us in, ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This Policy requires that everyone involved in our sport is aware of their legal and ethical rights and responsibilities and of the standards of behaviour required.

The Policy outlines the Policies that support our commitment to eliminating discrimination, harassment, child abuse, other forms of inappropriate or unlawful behaviour within our sport and associated Integrity matters.

This document and its ancillary policies demonstrate Gliding Australia's overarching commitment. Regional Associations and Clubs may also have Member Protection Policies and Members should refer to these.

2 Applicability

This Policy applies to the following, whether they are in a paid or unpaid/voluntary capacity:

- a. Any person, club or organisation that is a member of or affiliated to Gliding Australia
- b. All employees, contractors and volunteers of Gliding Australia
- c. All Individuals sitting on boards, committees and sub-committees of Gliding Australia, Regional Associations, Clubs, and any other related entity;
- d. Parents, guardians, spectators, crew, media and sponsors to the fullest extent possible.

It is the responsibility of the individual or organisation to comply with this Policy.

3 Code of Conduct

Gliding Australia requires every individual and organisation bound by this Policy to:

- a. Be ethical, fair, respectful and honest in all their dealings with other people and Gliding Australia;
- b. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- c. Always place the safety and welfare of people above other considerations;
- d. Comply with Gliding Australia's Articles, Regulations, MOSPs, rules and policies including this member protection Policy;
- e. Operate within the rules and customs, practices and values of the sport;
- f. Comply with all relevant Australian laws (Commonwealth and State), particularly anti-discrimination and child protection laws;
- g. Be responsible and accountable for their conduct; and
- h. Abide by the relevant Role-Specific Codes of Conduct listed in Section 6 of this Policy.

4 Consequences of Breaching the MPP

Breaches of the Member Protection Policy (including Codes of Conduct) and associated policies will result in disciplinary action and possible action to cancel membership or employment.

4.1 Organisational Responsibilities

Gliding Australia Officers, Regional Associations, and affiliated Clubs/organisations, must:

- Adopt, implement and comply with this Policy;
- Make such amendments to any Constitution, Rules or Policies necessary for this Policy to be enforceable.
- Publish, distribute and enforce this Policy;
- Promote appropriate standards of conduct at all times;

- Promptly deal with any breaches of or complaints made under this Policy in an impartial, sensitive, fair, timely and confidential manner;
- Apply this Policy consistently;
- Recognise, apply and enforce any penalty imposed under this Policy;
- Ensure that a copy of this Policy is available or accessible to the persons to whom this Policy applies
- Appoint or have access to appropriately trained people to receive and handle complaints and allegations and display the names and contact details in a way that is readily accessible; and
- Monitor and endeavour to review this Policy at least annually.

4.2 Individual Responsibilities

Individuals bound by this Policy are responsible for:

- Being accountable for their behaviour;
- Making themselves aware of the Policy and complying with the standards of conduct outlined in this Policy;
- Putting the safety and welfare of children above other considerations;
- Complying with the police check or *Working with Children* requirements of the state or territory concerned when performing a role that requires this
- Complying with all decisions, disciplinary measures imposed under this Policy and any other requirements of this Policy
- Providing a sporting environment free of discrimination, harassment and child abuse;
- Following the Gliding Australia procedures if they wish to make a complaint or report a concern about possible discrimination, harassment, child abuse, or other inappropriate or unlawful behaviour;
- Cooperating with other Gliding Australia members or officials to resolve any complaint raised against them
- Being aware of the possible consequences of breaching this Policy.

5 Integrity Policies

In response to changing needs, Gliding Australia develops and publishes purpose-focused policies. Below is a non-exhaustive list of such documents as of the date this Policy was published. Members and others must consult Gliding Australia's governance libraries to ensure they are fully informed about their obligations and are familiar with all documents whether or not they are listed here:

Document	Reference
Alcohol, Drugs and Smoking Policy	ADMIN0023
Anti-Doping Policy (ASAC)	ADMIN0009
Child Protection Policy	ADMIN0021
Discrimination and Bullying Policy	ADMIN0020
Privacy Policy	ADMIN0007
Social Media Policy	ADMIN0026
Inclusion & Diversity Policy	ADMIN0022

Gender Inclusive Language Policy	ADMIN0024
Conflict of Interest & Commitment Policy	ADMIN0025
Board Dispute Resolution Policy	ADMIN0006
Board Charter	ADMIN0004

6 ROLE SPECIFIC - CODES OF CONDUCT

Codes of Conduct are provided to inform members of their obligations and support them in complying with Gliding Australia policies and applicable Commonwealth and State or Territory law.

6.1 Gliding Australia Member

As a member of Gliding Australia, a Regional association or an affiliated club or a person required to comply with Gliding Australia's Member Protection Policy, members must meet the following requirements in regard to conduct during any activity held or sanctioned by Gliding Australia, a Regional Association or an affiliated club and in any role held within Gliding Australia, a Regional Association or an affiliated club:

- a. Respect the rights, dignity and worth of others.
- b. Be fair, considerate and honest in all dealing with others.
- c. Be professional in, and accept, responsibility for actions.
- d. Be aware of, and maintain an uncompromising adherence to Gliding Australia's standards, rules, regulations and policies.
- e. Operate within the rules of the sport including national and international guidelines which govern the Gliding Australia, the State associations and the affiliated clubs.
- f. Do not promote your own beliefs, behaviours or practices where these are inconsistent with those of Gliding Australia, a Regional association or an affiliated club.
- g. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age.
- h. Do not harass others.
- i. Do not engage in any behaviour that may bring the GFA, a Regional association or an affiliated club into disrepute.
- j. Provide a safe environment for the conduct of the activity.
- k. Be a positive role model.
- l. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour

6.2 Gliding Australia Instructors and Coaches

In addition to Gliding Australia's General Code of Behaviour, instructors and coaches must meet the following requirements in regard to their conduct during any activity held or sanctioned by Gliding Australia, a member association or an affiliated club and in their role as an instructor or coach appointed by Gliding Australia, a member association or an affiliated club:

- a. Lead by example.
- b. Provide feedback to pilots and other participants in a constructive manner.
- c. Recognise pilots' rights to consult with other instructors, coaches and advisers.
- d. Cooperate fully with other specialists (for example, airworthiness personnel and sports scientists).
- e. Treat all pilots fairly and without bias or discrimination within the context of their sporting activities.
- f. Encourage and facilitate pilots' independence and responsibility for their own behaviour, performance, decisions and actions.
- g. Appropriately involve the pilots in decisions that affect them.
- h. Encourage pilots to respect one another and to expect respect for their worth as individuals regardless of their level of experience.
- i. Ensure that the tasks and/or training set are suitable for experience, ability, and physical and psychological conditions of the pilots.
- j. Be acutely aware that you are in a position of influence and authority as an instructor or coach and develop with your pilots an instructional/coaching relationship and avoid any sexual intimacy with pilots that could develop as a result.
- k. Avoid situations with your pilots that could be construed as compromising or a conflict of interest.
- l. Actively monitor and report any use of performance enhancing drugs and illegal substances which must not be permitted in any circumstances.
- m. Do not exploit any instructional/coaching relationship to further personal, political or business interests at the expense of the best interest of your pilots.
- n. Know and abide by rules, regulations and standards, and encourage pilots to do likewise.

6.3 Gliding Australia Pilot

In addition to Gliding Australia's General Code of Behaviour, all pilots must meet the following requirements in regard to their conduct during any activity held or sanctioned by Gliding Australia, a Regional association or an affiliated club and in the role as a pilot/participant in any activity held by or under the auspices of Gliding Australia, a Regional association or an affiliated club:

- a. Respect the rights, dignity and worth of fellow pilots, instructors, coaches, and officials.
- b. Do not tolerate acts of aggression.
- c. Respect the talent, potential and development of fellow pilots, airworthiness personnel and competitors.
- d. Respect the equipment provided to you by your club.
- e. Be frank and honest with your instructor or coach concerning illness and injury and your ability to fly safely within the program requirements.
- f. Do not attempt to gain favour or benefit by engaging in inappropriate intimate relationships with instructors or coaches.
- g. Maintain a professional manner relating to language, temper and punctuality.
- h. Maintain acceptable personal behaviour standards at all times.
- i. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
- j. Cooperate with instructors, coaches and employees in development of programs to enhance your flying or other skills.

6.4 Gliding Australia Administrator (Volunteer)

In addition to Gliding Australia's General Code of Behaviour, a Gliding Australia volunteer must meet the following requirements in regard to conduct during any activity held by or under the auspices of GA, a Regional association or an affiliated club and in their role as a volunteer, official or administrator of the GA, a Regional association or an affiliated club:

- a. Resolve conflicts fairly and promptly through established procedures.
- b. Maintain strict impartiality.
- c. Be aware of legal responsibilities
- d. Place the safety and welfare of the pilots/participants above all else.
- e. Accept responsibility for all actions taken.
- f. Avoid any situation which may lead to a conflict of interest.
- g. Be courteous, respectful and open to discussion and interaction.
- h. Value the individual.

6.5 Gliding Australia Employee

In addition to Gliding Australia's General Code of Behaviour, Gliding Australia employees must meet the following requirements in regard to conduct during any activity held by or under the auspices of Gliding Australia, a Regional association or an affiliated club and in any role as an official appointed by Gliding Australia, a Regional association or an affiliated club:

- a. Maintain strict impartiality.
- b. Be aware of legal responsibilities
- c. Place the safety and welfare of the pilots/participants above all else.
- d. Accept responsibility for all actions taken.
- e. Avoid any situation which may lead to a conflict of interest.
- f. Be courteous, respectful and open to discussion and interaction.
- g. Value the individual.

6.6 Code of Conduct for Domestic Competitions

In addition to the Gliding Australia codes of conduct, competitors and officials at all Gliding Australia competitions and regattas shall participate in competitions with the aim of fairness, fun and respect for all. All participants must accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.

Specifically:

Honour the sport

- a. Act within the rules and spirit of the sport.
- b. Promote fair play over winning at any cost.
- c. Respect the decisions of officials, coaches and administrators.
- d. Show respect and courtesy to all involved with the sport.
- e. Display responsible behaviour in relation to alcohol and other drugs.

Integrity

- f. Act with integrity and objectivity and accept responsibility for decisions and actions.
- g. Ensure decisions and actions contribute to a harassment-free environment.
- h. Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.

Respect

- i. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- j. Never engage in abusive, bullying or threatening behaviour to fellow competitors or officials
- k. Do not tolerate abusive, bullying or threatening behaviour from others.
- l. Use the correct channels for resolving issues (e.g. safety committee, competition director, operations director, etc)
- m. Keep emotions in check and maintain composure.
- n. Understand, uphold and support officials.

6.7 International Teams

6.7.1 General

All international team members must comply with the following general code of conduct for all members of the team:

- a. Be a positive influence within the team and understand that the team's overall performance is enhanced by mutual support
- b. Display conduct in such a way as to bring credit to the membership of Gliding Australia.
- c. Demonstrate a high degree of individual responsibility.
- d. Never physically or verbally abuse or harass anyone
- e. Follow all instructions and directions of the Officials and competition administrators
- f. Show appreciation for volunteers
- g. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion
- h. Use social media responsibly and in accordance with the provisions of this Code of Conduct and Gliding Australia policies
- i. Abide by, and ensure, all other teams members comply with the Drug and Alcohol regulations and codes
- j. Never ridicule or raise voices at any other pilot, for making a mistake or performing below expectations.
- k. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion.
- l. Understand the repercussions of breaching, or not reporting breaches of this Code of Conduct to the Australian Team Captain.
- m. Comply with media, and sponsorships requirements of the team, including the display of sponsor logos on uniform, cars and gliders.
- n. Provide feedback of the experiences gained during participation in the contest, by way of magazine articles, website updates and word of mouth.
- o. Cooperate with fellow team members and Team Captain to achieve the best result for the Australian team.
- p. Demonstrate positive influence within the team and understand that the team's overall performance is enhanced by mutual support and team harmony.

6.7.2 Australian International Team Captain

The Team Captain for the Australian Gliding Team competing in the World Gliding Competitions is an important component of the team. They shall display qualities of leadership, goodwill, inspiration and professionalism. In addition to the general conditions of the International Teams Code of Conduct:

- a. Acknowledge that the Team Captain represents Gliding Australia and its membership and carries the responsibility of protecting its interests and objectives
- b. Encourage Team participation without undue pressure
- c. Focus on the individual pilots' efforts and performance rather than daily scores or relative placing
- d. Ensure individual pilots fly in accordance with the rules
- e. Settle disagreements without resorting to hostility or physical violence
- f. Never ridicule or chastise a team member, for making a mistake or performing below expectations
- g. Understand the repercussions of breaching, or not reporting any breaches of this Code of Conduct to the Chair of the Soaring Development Panel.

- h. Whilst having significant responsibilities for all matters associated with the competition (as outlined in the Role Description), collaborate with team members on decisions and important substantive issues.

6.7.3 Australian International Team Member

In addition to the general conditions of the International Team Code of Conduct:

- a. Fly safely
- b. Comply with the regulations of the country in which competition is conducted and with the regulations of the country which is the "State" authority of the issued Glider Pilot Licence/Authorisation or equivalent
- c. Comply with the rules of the competition
- d. Participate in the agreed regime of training and team training, including Squad Week,
- e. Positively participate in Team meetings as required, and cooperate with, and support, fellow Australian team members and coaches to achieve the best result possible for the Australian team.
- f. Demonstrate conduct that shows a positive force within the team and understand that the team's overall performance is enhanced by mutual support.
- g. Never ridicule or raise voices at any pilot for making a mistake or performing below expectations.
- h. Acknowledge that the Team Captain represents Gliding Australia and its membership and carries the responsibility of protecting its interests and objectives.
- i. Accept that the Team Captain's has responsibilities in all matters affecting the team with regard to the competition.
- j. Follow all instructions and directions of the Team Captain, Coaches, Officials and Competition administrators.
- k. Not approach the organisers directly – ALWAYS direct any inquiry to the Australian Team Captain.

6.7.4 Australian Team Crew

In addition to the general conditions of the International Teams Code of Conduct all Australian Team crews must:

- a. Be a positive role model.
- b. Ensure their primary role is for support of the pilot, and team harmony
- c. Focus on the pilot's efforts and performance rather than daily scores or relative placing.
- d. Follow all instructions and directions of the Team Captain, Coaches, Officials, competition administrators.
- e. Do not approach the organisers directly – ALWAYS direct any inquiry to the Australian Team Captain.
- f. Acknowledge that the Team Captain represents Gliding Australia and its membership and carries the responsibility of protecting its interests and objectives.
- g. Accept the Team Captain's authority in all matters affecting the team.