

ATTACHMENT TO MACCABI PARTICIPATION AGREEMENTS

This document forms part of any Participation Agreement, and includes:

1. A summary of the Member Protection Policies (MPP) and the overarching principles by which
2. all Maccabi members are bound;
3. The Code of Conduct by which all Participants are bound; and
4. The procedures which you should follow if you would like to raise a dispute or grievance or make a complaint.

1. A SUMMARY OF THE MPP AND THE OVERARCHING PRINCIPLE

MACCABI'S MEMBER PROTECTION VISION

Maccabi aims to create a safe, fair and inclusive environment and to ensure that every person who participates in its activities is treated with respect and dignity and protected from unlawful discrimination, harassment, bullying and other inappropriate behaviour.

THE MACCABI MEMBER PROTECTION HANDBOOK ("HANDBOOK")

Maccabi has developed the MPP, set out in the Handbook, in an effort to ensure that all Participants are aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them. The Handbook is also there to help our Participants understand what they need to do if they want to raise a dispute or grievance or make a complaint. Because so much of Maccabi activity involves and revolves around children, a central focus of the Handbook is Maccabi's approach to child safety.

THOSE BOUND BY THE MPP

Every person who is engaged or participates in Maccabi-related activities ("Participants"), whether a paid or unpaid person, is required to comply with the standards set out in the MPP. This includes office bearers, players or athletes, members, coaches, managers and other support personnel, and, to the extent possible, parents and spectators.

THE MEMBER PROTECTION POLICIES

The Handbook includes the following policies with which all Participants must comply:

- **Code of Conduct** (a copy of which is attached in the following section)
- **Child Safety Policies**, including details around:
 - Defining child abuse (sexual, grooming, physical abuse, exposure to domestic violence, neglect and psychological harm)
 - What is appropriate conduct and behaviour relating to:
 - Sexual misconduct
 - Photography of Children and Young People
 - Use, possession and supply of alcohol and drugs
 - Transporting children and young people
 - Electronic communication with children and young people
 - Change rooms
 - Sleeping arrangements when travelling
 - Physical contact with children and young people
 - Acceptable Boundaries
 - Use of Language
 - Guidelines for Parents

- **Disability and Inclusion Policies**, including details around:
 - Our vision
 - Our objectives and strategies relating to:
 - Enhanced participation
 - Enhanced capacity
 - Enhanced interaction
 - Protection of Participants with an intellectual disability
- **Intimate Relationships Policy** (formerly Sexual Relationships Policy), which works to ensure an equality of relationship amongst consenting adults, and Maccabi's stand where there is an inequality of power e.g coach and player relationships.
- **Anti-discrimination and Harassment Policy**, which outlines Maccabi's objective of ensuring an environment free of unlawful discrimination and harassment at all levels of the organisation, explains the legal prohibitions of these types of conduct and states Maccabi's requirement that its Participants not engage in this conduct.
- **Anti-bullying Policy**, which defines bullying and cyberbullying and states Maccabi's requirement that its Participants not engage in this conduct.
- **Social Networking and Website Policy**, which – given their ever-increasing utility – requires all levels of the organisation to be diligent in relation to the use and potential abuse of technology.
- **Drug and Anti-Doping Policy**, which sets out Maccabi's approach and our requirement of Participants in this respect including that they remain drug-free and not use any illicit or performance enhancing substances.
- **Alcohol and Smoking Policies**, which provide for the responsible use and consumption of alcohol and for smoke free environments at Maccabi events, in recognition of a safe environment for all and one in which sound modelling for children and young adults is paramount.
- **Pregnancy Policy**, which aims to ensure that those who are pregnant are not unreasonably discriminated against.
- **Gender Identity Policy**, which aims to make Maccabi a fair and inclusive environment for those who identify as transgender.

NOTE: Please ensure you take the time to read through the Handbook as it relates directly to you and your involvement in Maccabi.

2. MACCABI CODE OF CONDUCT

This Code of Conduct outlines the minimum standards of behaviour for anyone involved in Maccabi. The Code of Conduct applies both on and off the sporting field and at all Maccabi - sanctioned events. It summarises the overarching principles that apply to all Maccabi Participants.

GENERAL

- act within the rules and spirit of your sport, promoting fair play over winning at any cost;
- encourage and support opportunities for people to learn appropriate behaviours and skills and participate in all aspects of the sport or event;
- treat each person as an individual;
- be ethical and honest in all dealings with individuals, clubs and associations, showing respect and courtesy to all involved with the sport or event. This includes but is not limited to showing respect for the decisions of officials, coaches and administrators;
- act in such a manner as to protect children and young people (refer to the Child Safety Policy);
- do not engage in, or threaten to engage in, violent or physical confrontations with any other person;
- respect the rights and worth of every person, regardless of protected attributes such as their age, ability, gender, family responsibilities, race, cultural background, religion or sexual orientation, and ensure your decisions and actions contribute to a discrimination and harassment-free environment (refer to the Anti-Discrimination Policy);
- identify and reject discrimination, harassment, bullying and violence in any form, whether by spectators, coaches, officials or athletes;
- act with integrity and objectivity, and accept responsibility for your decisions and actions; and
- act in accordance with the Constitution, rules and by-laws of Maccabi and the standards set out in the MPP Handbook.

ATHLETES

- understand and play by the rules;
- respect referees and other officials;
- control your temper;
- work equally hard for yourself and for your team;
- be a good sport;
- give your best at all times; and
- 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.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback;
- obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of young players;
- ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development;

- undertake MPP training as required and directed by your club or the relevant State or National Maccabi organisation.
- remember that sport is for enjoyment;
- be reasonable in your demands;
- teach understanding and respect for the rules;
- be prepared to lose sometimes;
- impart knowledge and skills, promote desirable personal and social behaviours; and
- instill in your athletes respect for officials and an acceptance of their judgement.

OFFICIALS

- place the safety and welfare of the athletes above all else;
- ensure all athletes are included and can participate, regardless of their age, ability, gender, family responsibilities, race, cultural background, religion or sexual orientation;
- be consistent, impartial and objective when making decisions;
- address unsporting behaviour and promote respect for other athletes and officials; and
- ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

PARENTS

- encourage your child to participate, do their best and have fun;
- focus on your child's effort and performance, rather than winning or losing;
- never ridicule or yell at a child or other athlete for making a mistake or losing a competition;
- help out the coach or officials at training and games, where possible; and
- model appropriate behaviour, including respect for the coach, team managers, team officials, and other athletes and supporters.

SPECTATORS

- respect the effort and performances of athletes;
- respect the decisions of coaches, team managers and officials and teach children to do the same; and
- identify and reject discrimination, harassment, bullying and violence in any form, whether by other spectators, coaches, officials or athletes.

BOARD/COMMITTEE MEMBERS AND ADMINISTRATORS

- ensure that managers and coaches are appointed appropriately;
- ensure that any information acquired, or advantage gained, from the position is not used improperly; and
- conduct your Organisation/Club responsibilities with due care, competence and diligence.
- Undertake appropriate MPP training as directed by your club or the relevant State or National Maccabi organisation

WITH RESPECT TO CHILD SAFETY

- Any adult who believes there is a risk a child will become the victim of a sexual offence or to whom a child has disclosed that an offence has occurred must report the matter to the relevant Child Protection agency and/or police and the National Maccabi Integrity Officer ("MIO") immediately.

- Any adult that forms a reasonable suspicion of any other type of child abuse (as set out in Section 3 of the MPP) or believes a child is at risk of abuse must act immediately to protect the child and make a report to the National MIO to the appropriate authorities (the relevant Child Protection agency or police) in relation to the suspected child abuse.

LEGAL OBLIGATIONS

All Participants (and for those under 18 and their parents), are required to enter into a Participation Agreement with Maccabi, agreeing not only to act in accordance with Maccabi Codes of Conduct but also agreeing to be bound by the policies and procedures contained in the Handbook and the decisions of any tribunal set up thereunder.

Such Agreements shall, unless otherwise stipulated, be read with and form part of all Maccabi clubs' registration forms and the registration forms for any Maccabi event, whether they be paper based or online.

1. WHAT TO DO IF YOU HAVE A GRIEVANCE OR COMPLAINT

At all levels of Maccabi there is a person that is appointed to deal with Participant grievances and complaints. The appropriate process for dealing with a grievance or complaint will depend upon the level at which the grievance or complaint arose and the seriousness of that grievance or complaint.

Generally speaking, members are encouraged in the first instance to raise any concerns at their local Club level, via the Club's Member Protection Compliance Officer ("Compliance Officer"). However, if you would like to take a matter up directly with your State MIO, you should call your local Maccabi State office or Maccabi Australia and you will be given all necessary contact details and assistance.

Chapter 6 of the Handbook contains Grievance Resolution Guidelines, which explain how to lodge a complaint and the procedures that are to be followed when dealing with your complaint or grievance.

It is important you feel that you are safe to make a complaint without repercussions or fear of retribution. Accordingly, disciplinary measures may be imposed on anyone who harasses or victimises another person for making a complaint.

Disciplinary measures may be imposed on a Participant for a failure to act in accordance with the MPP, including:

- requiring a verbal and/or written apology;
- requiring counselling to address behaviour;
- withdrawal of any awards, placings, records or achievements bestowed in any tournaments, activities or events held or sanctioned by a Club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de - registrations of accreditation for a period of time or permanently; or
- any other form of discipline that Maccabi considers reasonable and appropriate.

VEXATIOUS COMPLAINTS

If, after investigation, a person is found to knowingly have made an untrue complaint or the complaint is found to be malicious, frivolous or intended to cause distress, disciplinary action may be taken against the person making the complaint.