

	POLICY – MEMBER PROTECTION	G3.1	
		Version 1 Author State Secretary	Date October 09
Minutes Date: October 09	Approved By: State meeting Decision No.	Review Date October 2011	

1. PREAMBLE

The Tasmanian Clay Target Association Inc Core Values are -

- (a) To affiliate with the Australian Clay Target Association Inc.(ACTA)
- (b) To administer and control the sport of clay target shooting within Tasmania as previously defined.
- (c) To promote, encourage and develop the sport of clay target shooting.
- (d) To ensure uniformity of rules for the control and regulation of the sport of clay target shooting.
- (e) To control alone, or in conjunction with any member club within Tasmania, clay target championship events including intrastate and interstate competitions conducted in Tasmania.
- (f) To co-operate with Government in relation to management of this Association and affiliated member clubs.
- (g) To act on behalf of, and in the best interests of, member clubs and the sport of clay target shooting in general.

2. PURPOSE OF POLICY

This Member Protection Policy (policy) aims to ensure our core values, good reputation and positive behaviours and attitudes are maintained. It 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 also ensures that everyone involved in our sport is aware of his or her legal and ethical rights and responsibilities.

3. WHO THIS POLICY APPLIES TO

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

- Individuals sitting on Committees and sub-committees;
- Volunteers;
- Support personnel (if any) (i.e. physiotherapists, masseuses etc)
- Coaches;
- Competitors;
- Referees and other officials;
- Members, including life members;
- Affiliated clubs and associated organisations;
- Any other person or organisation that is a member of or affiliated to the *TCTA*
- Parents, guardians, spectators and sponsors to the full extent that is possible.

Adopted

1st Review Date:

4. CODE OF CONDUCT

Tasmanian Clay Target Association Inc requires every individual and organisation bound by this policy to:

- 4.1 Be ethical, fair and honest in all their dealings with other people and the *Tasmanian Clay Target Association Inc*;
- 4.2 Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- 4.3 Always place the safety and welfare of juniors above other considerations;
- 4.4 Comply with the *Tasmanian Clay Target Association's* constitution, rules and policies including this member protection policy;
- 4.5 Operate within the rules and spirit of the sport;
- 4.6 Comply with all relevant Australian laws (Federal and State), particularly anti discrimination and child protection laws;
- 4.7 Be responsible and accountable for their conduct

5. POLICY

1. The *Tasmanian Clay Target Association Inc* aims to provide a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.
2. The *Tasmanian Clay Target Association Inc* recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their age, disability, family responsibilities, gender identity, homosexuality or sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy or breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.
3. The *Tasmanian Clay Target Association Inc* prohibits all forms of harassment and discrimination based on personal characteristics. Discrimination and harassment are extremely distressing, offensive, humiliating and/or threatening and create an uncomfortable and unpleasant environment. In most circumstances discrimination and harassment are against the law.
4. The *Tasmanian Clay Target Association Inc* will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that all people are afforded reasonable opportunity to participate our sport of shooting without any form of harassment or discrimination
5. The *Tasmanian Clay Target Association* adopts the processes contained in the Member Protection Policy and the Rules of the *Australian Clay Target Association* as the means to resolve disputes.
6. This policy will be regularly evaluated and revised as necessary.

6. DELEGATION

This policy delegates to the members of the *Tasmanian Clay Target Association*

Adopted

1st Review Date:

7. RESPONSIBILITY

The implementation of this policy is the responsibility of the Executive Committee of the Tasmanian Clay Target Association

8. REPORTING

Bi-Annually

9. STATUTORY REQUIREMENTS

This policy is developed in association with the Australian Clay Target Association's Member Protection Policy

Adopted

1st Review Date: