

MEMBER PROTECTION POLICY

1. INTRODUCTION

Policies and procedures are essential in establishing the desired culture at Calisthenics Victoria and reflect Calisthenics Victoria’s current strategic priorities. They reinforce the personal responsibility of all Participants to interact in a positive way and be committed to working to the standards articulated throughout this Policy. Compliance with the policies and procedures will foster and maintain public trust and confidence in the integrity and professionalism of Calisthenics Victoria and Participants.

2. PURPOSE

CaliVic is committed to ensuring that everyone involved with the sport of calisthenics is treated with respect and dignity and is protected from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.

This Policy seeks to ensure that everyone involved in calisthenics is aware of their rights and responsibilities across these areas. This Policy sets out the standards of behaviour expected of those involved in calisthenics and the behaviours that are not acceptable. CaliVic supports the Fair Play Code which has five principles at its heart.

- Integrity
- Respect
- Responsibility
- Safety
- Fairness

These principles apply to everyone involved in Calisthenics in Victoria, no matter what role they play.

3. SCOPE

This Policy applies to all:

- Participants, Includes Calisthenics Victoria Officers, Affiliated Organisations, Clubs, Members, Registered Adjudicators, Registered Coaches, Registered Performers, Leading Volunteers, Life Members, Volunteers, Stakeholders, and all other persons bound by Calisthenics Victoria’s Constitution and Policies
- Calisthenics Victoria offices, competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airports) and similar premises (herein referred to as “**Venues**” throughout this Policy).

Target audience	Definition
Affiliate	<ul style="list-style-type: none"> • Clubs who have affiliated with Calisthenics Victoria • Competition which means any competition that is affiliated by Calisthenics Victoria
Affiliate Person	Any individual Member that is not a performer and is registered with an Affiliate.
Club	Means a group of individuals who have joined together to affiliate with Calisthenics Victoria for the

	purpose of instructing calisthenics to Registered Performers.
Competition	Reference to Competition includes time in transit, venue facilities and accommodation.
Contractor	Any person or organisation engaged to provide services for or on behalf of Calisthenics Victoria, who is not a Team/Performer Support Personnel, and includes agents, advisors and subcontractors of Calisthenics Victoria and employees and officers of a contractor or subcontractor.
Chief Executive Officer	<i>The Chief Executive Officer of Calisthenics Victoria.</i> The person holding that position at Calisthenics Victoria from time to time, including any person acting in that position.
Director	A member of the Calisthenics Victoria Board.
Employee	A person employed by Calisthenics Victoria.
<i>Entitled Member</i>	Means nominated delegates of affiliated organisations and Life Members.
Member	Means a member of Calisthenics Victoria under its constitution including: <ul style="list-style-type: none"> • Club • Any committee of CaliVic • Individual members, which means individuals who are registered with CaliVic
Officers (Calisthenics Victoria Officers)	Includes: <ul style="list-style-type: none"> • The Chief Executive Officer and staff of Calisthenics Victoria, including casual employees, volunteers, contractors, and personnel involved with Calisthenics Victoria. • The Board, Committees, Delegates, Officials and anyone holding a governance position (paid or volunteer). • Contractors, where relevant.
Participants	Includes Calisthenics Victoria Officers, Affiliated Organisations, Clubs, Members, Registered Adjudicators, Registered Coaches, Registered Performers, Leading Volunteers, Life Members, Volunteers, Stakeholders, and all other persons bound by Calisthenics Victoria's Constitution and Policies
Registered Adjudicator	Means an adjudicator approved by Calisthenics Victoria
Registered Coach	Means a coach registered with Calisthenics Victoria.

Registered Performer	Means a person who is a member of an affiliated Club and is registered for the purposes of competitive or recreational calisthenics.
Relevant Organisations	Any of the following organisations: <ul style="list-style-type: none"> • Calisthenics Victoria • Calisthenics Clubs affiliated with Calisthenics Victoria • Calisthenics Victoria Committees
Relevant Persons	Any of the following persons: <ul style="list-style-type: none"> • Affiliate Person • Performer/Participant • Volunteer, which means any person engaged by CaliVic or Calisthenics Organisation in any capacity who is not otherwise a participant. • Non-Member Person • Coach • Any person who has agreed to be bound by the Policies, and has notified Calisthenics Victoria • Audience • Parent/Guardian of a performer/participant • Parent/Guardian of a coach
Staff	All staff, including casual employees, volunteers, contractors, and personnel involved with Calisthenics Victoria, including Calisthenics Victoria committees (unless otherwise covered by the Board Code of Conduct) and those employed by Calisthenics Victoria’s subsidiaries in any capacity.
Venues	Calisthenics Victoria offices, competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airports) and similar premises

This Policy applies to any situation which could be identified with or reflect on Calisthenics Victoria, Participants and Venues, including out-of-hours activities such as training, competitions, social functions, conferences or when wearing a Calisthenics Victoria uniform or identification badge.

This Policy is intended to work in conjunction with, and not as a substitute for, applicable laws, regulations, and industry practices. It aims to support the prevailing legal and regulatory requirements and the industry standards in effect at the time of the policy review

4. POLICY PRINCIPLES AND APPLICATION

4.1 Policy Statement

CaliVic and our affiliates are committed to providing a safe, supportive, and welcoming environment

where inclusion, diversity and equality is promoted for volunteers, staff, performers, coaches, officials, administrators, audiences, and members. Inclusion Action Plans are implemented to improve inclusion in Calisthenics for the following groups; First Nations Peoples, Gender Diverse, LGBTIQ+, Males, Culturally Diverse and People with a Disability. This includes Homophobia, Biphobia and Transphobia.

All relevant Persons and Relevant Organisations to which this Policy applies must always comply with this Policy (whilst they are a Relevant Person or Relevant Organisation); including

- In relation to any dealings, they have with Relevant Organisations or their staff, contractors, and representatives.
- When dealing with other relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisations; and
- In relation to their Membership or standing as a Relevant Person or Relevant Organisation in general.

The following is not within the scope of this Policy:

- Where an interaction (including social media interactions) occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and Calisthenics is the fact that one or more individuals are Relevant Persons or Relevant Organisations
- 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 relates to calisthenics programs or services (even where such conduct or interaction(s) would otherwise be Prohibited Conduct); and
- Where an employment or Contractor arrangement exists between the Relevant Person and CaliVic or the Relevant Organisation and the employer of the Relevant Person determines, in their absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, code, rules or regulations of that Relevant Organisation.

4.2 Definitions and Interpretations

Reference term	Definition and Interpretation
Abuse	Any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means. See Appendix 1 of this Policy for examples.
Activity	A calisthenics competition, event (which for the avoidance of doubt includes any awards presentation, season launch, and other events conducted by CaliVic or a calisthenics organisation), or activity, including classes, whether on a one-off basis or competition, sanctioned or organised by CaliVic.
Affiliates	<ul style="list-style-type: none"> • Clubs, which means any calisthenics club that is an affiliated club • Competition, which means any competition that is affiliated by CaliVic
Affiliate Person	Any individual Member that is not a performer and is registered with an Affiliate.

Performer Support Personnel	Includes any coach, trainer, team manager, performer, staff, official, physiotherapist, or other health related advisor and any other person employed by, contracted to representing or otherwise affiliated to a team that is chosen to represent CaliVic in an Elite Program.
Bullying	A person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing. See Appendix 1 of this policy for examples.
Business Day	A day on which banks are open for general banking business in the state or territory where the Relevant Organisation is located, excluding Saturdays and Sundays, and gazetted public holidays.
Biphobia	Dislike or prejudice against bisexual people.
Calisthenics Victoria (CaliVic)	Calisthenics Victoria is the Victorian State Sporting Organisation for the Sport of Calisthenics. CVL means Calisthenics Victoria Limited.
CaliVic Officers (Officers)	Includes: <ul style="list-style-type: none"> • The Chief Executive Officer and staff of CaliVic, including casual employees, volunteers, contractors, and personnel involved with CaliVic. • The Board, Operational Committees, Delegates, Officials, and anyone holding a governance position (paid or volunteer). • Contractors, where relevant.
Child or Children	A child or young person, or two or more children or young persons, who is or are under the age of 18 years.
Child Abuse	Has the meaning given to it in Appendix 1 and includes the following as outlined in that Appendix: <ul style="list-style-type: none"> • Physical Abuse • Emotional or Psychological Abuse • Sexual Abuse • Neglect • Exposure to Family Violence
Child Safety Officer	The first point of contact for members for any queries/concerns relating to Child Safety. CaliVic have Child Safety officers and they can advise clubs/members on the correct procedures to follow. Clubs should also have a Child Safety Officer.
Codes of Conduct	A set of rules and standards set by CaliVic to maintain and encourage appropriate behavior in calisthenics.
Complaints Handler	The appointed person or persons allocated to investigate complaints at CaliVic. They will have completed a complaint handling course.
Contractor	Any person or organisation engaged to provide services for or on behalf of CaliVic, who is not a Performer Support Personnel, and includes agents, advisors and subcontractors of CaliVic and employees and officers of a contractor or subcontractor.
Competition	Reference to Competition includes time in transit, venue facilities and accommodation.

CVA (Calisthenics Victoria Adjudicators)	Calisthenics Victoria Adjudicators who are registered to adjudicate in Victoria
CVC (Calisthenics Victoria Coaches)	Calisthenics Victoria coaches who are members of CaliVic
CVCC	Calisthenics Victoria Coaching Committee
Development Team	CaliVic's pathway program development team: <ul style="list-style-type: none"> Enters into a participation agreement with CaliVic in respect of a Pathways program
Disciplinary Action	Refers to action by CaliVic to discipline Participants for unsatisfactory or unacceptable performance, behaviour, conduct or breach of CaliVic policies, procedures, or legislation.
Elite Program	Means the following: <ul style="list-style-type: none"> Development Team Any other elite program
Ethics	The guiding values, principles and standards that enable people to determine how things should be done and how they should act. Ethics refers to the judgements that people make and the process that determines those judgements. It is the process by which people make value-based decisions which guides their actions and behaviours.
Fair Play Code	The Fair Play Code outlines the standards of behaviour expected for everyone involved in calisthenics in Victoria. It is a Victorian government initiative.
Grooming	Refers to the process by which an adult establishes a trusting relationship with a child and those associated with the child's care and wellbeing, to create an environment in which abuse can occur.
Harassment	Means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is likely to cause harm to the person who is the subject of the harassment. See Appendix 1 of the Member Protection Policy for examples.
Homophobia	Dislike of or prejudice against gay people.
Member	A member of CaliVic under its constitution including: <ul style="list-style-type: none"> Club Any committee of CaliVic Individual Members, which means individuals who are registered
Competition	Any format and duration in length in which calisthenics teams compete against each other, performed across Victoria.
Misconduct with a Child	Behaviour involving a Child that is objectively age inappropriate and/or places the Child at risk of harm.
Member Protection Information Officer	The first point of contact for persons with member protection enquiries or complaints at either Calisthenic Victoria or a club. MPIO's provide information to members about the options available to them. MPIO's can also provide information to clubs about member

	protection and related issues and policies. MPIO's are impartial and do not mediate or investigate complaints. Preferably they have completed MPIO (Member Protection Information Officer) training.
Participants	Includes CaliVic Officers, Affiliated Organisations, Clubs, Members, Registered Adjudicators, Registered Coaches, Registered Performers, Chaperones, Life Members, Volunteers, Stakeholders, and all other persons bound by CaliVic's Constitution, By-Laws, and Policies
Prohibited Conduct	The conduct prescribed in Appendix 1 of this Policy.
Reasonable Person	In Australian law, the reasonable person has been characterised as an average member of society, who has various generalised attributes including risk aversion, sound judgment and a sense of self-preservation, which prevents them from walking blindly into danger.
Registered Adjudicator	Means an adjudicator approved by CaliVic
Relevant Organisations	Any of the following organisations: <ul style="list-style-type: none"> • CaliVic • Calisthenics Clubs affiliated with CaliVic • CaliVic Committees
Relevant Persons	Any of the following persons: <ul style="list-style-type: none"> • Affiliate Person • Performer/ Participant • Volunteer, which means any person engaged by CaliVic or Calisthenics Organisation in any capacity who is not otherwise a participant. • Non-Member Person • Coach • Any person who has agreed to be bound by the Policies, and has notified CaliVic • Audience • Parent/Guardian of a performer/participant • Parent/Guardian of a coach
Relevant Situations	Any work-related situation and activity including those outside normal working hours which could be identified with or reflect on CaliVic, Relevant Persons and Relevant Organisations, including out-of-hours activities such as meetings, training, competitions, social functions, conferences, technologies such as social media and text messaging, club affiliate uniform when wearing a CaliVic uniform, Calisthenics Club uniform or identification badge.
Relevant Venues	Any of the following venues: <ul style="list-style-type: none"> • CaliVic office, CaliVic clubs' competition venues, practice venues, performance venues, team travel locations, workshops, functions, events, transit locations (for example airport) and similar premises
Serious Criminal Conduct	<ul style="list-style-type: none"> • Any of the following: • Sexual Offences • Child Abuse

	<ul style="list-style-type: none"> • The use, possession or trafficking of Illegal Drugs as defined in the Sports Medicine Policy • Any criminal conduct deemed serious enough to warrant escalation to CaliVic
Sexual Misconduct	<ul style="list-style-type: none"> • Sexual Harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated • Sexual Offences, which includes any criminal offence involving sexual activity or actions of indecency.
Sexual Offence	Criminal offence involving sexual activity or actions of indecency. This can include but is not limited to offences listed in Part 8 of the <i>Crimes Act 1958</i> .
Transphobia	Dislike of or strong prejudice against transgender people.
Tribunal Members	A person who is appointed to the Tribunal Panel.
Unlawful Discrimination	<ul style="list-style-type: none"> • Direct Discrimination, when a person, group, or people is treated less favourably than another person or group, because of a personal characteristic and • Indirect Discrimination, when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share, where such a personal characteristic is protected by applicable anti-discrimination legislation.
Victimisation	Subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action. See Appendix 1 of this Policy for examples.
Vilification	Public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender, or HIV/AIDS status. See Appendix 1 of this Policy for examples.
Vulnerable Person	A person who is (a) under the age of 18: or (b) aged 18 or over but is or may be unable to take care of themselves against harm or exploitation by reason of age, illness, trauma or disability or any other reason.

4.3 Policy Framework

CaliVic will use the following principles to guide decision making in accordance with the following guidelines:

- 1) The CaliVic Complaints, Grievances and Dispute Resolution Policy applies to any alleged Prohibited Conduct, including reports of breaches, of this policy
- 2) When interpreting this Policy, any provisions inconsistent with the Calisthenics Complaints,

Grievances and Dispute Resolution Policy apply to the extent of that inconsistency.

4.4 Summary of the Federal Sex Discrimination Act 1984 (Cth)

It is unlawful to discriminate based on sex or gender identity in sport unless the different treatment amounts to a 'special measure,' or an exemption applies.

A special measure can be understood as 'positive discrimination' or affirmative action. Special measures are positive actions used to promote equity for disadvantaged groups. An exception 'exempts' a person or organisation from the operation of the Act and means that a successful claim unlawful discrimination cannot be brought.

4.5 Roles and Responsibilities

All Relevant Persons have a responsibility to treat each other fairly, with respect and to ensure that they do not discriminate against, harass, sexually harass, or bully anyone. Any reports of discrimination, harassment, sexual harassment, or bullying will be treated seriously and dealt with promptly, confidentially, and impartially by CaliVic.

5. POLICY OBLIGATIONS AND SANCTIONS

A Relevant Person or Relevant Organisation commits a breach this Policy when they, either alone or in conjunction with another or others, engage in any of the following prohibited conduct against one or more Relevant Persons or Relevant Organisations.

- Abuse
- Bullying
- Biphobia
- Harassment
- Homophobia
- Sexual Misconduct
- Transphobia
- Unlawful Discrimination
- Victimisation
- Vilification including Homophobia, Biphobia or Transphobia.

Appendix 1 sets out examples of what may constitute Prohibited Conduct under this Policy.

6. MONITORING, REVIEW AND EVALUATION

The Board, through its Governance Committee and Chief Executive Officer, is responsible for monitoring, evaluating, and reviewing this Policy, as required, from time to time in accordance with changing CaliVic needs and legislative requirements.

7. RELATED DOCUMENTS

- Calisthenics Integrity Policies
- Calisthenics Victoria Complaints, Grievances and Dispute Resolution Policy
- Calisthenics Victoria Codes of Conduct
- Calisthenics Victoria Social Media Moderation Policy
- Guidelines for sanctions relating to Homophobia, Biphobia and Transphobia.

8. APPENDIX 1: EXAMPLES OF PROHIBITED CONDUCT

Abuse

Abuse must be behaviour of a nature and level of seriousness which includes, but is not limited to;

- Physical abuse and assault including hitting, slapping, punching, kicking, destroying property, sleep, and food deprivation, forced feeding, unreasonable physical restraint, spitting at another person or biting;
- Sexual abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
- Emotional abuse such as repeated and intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation;
- Verbal abuse such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, or aggressive yelling;
- Financial abuse such as restricting access to bank accounts, taking control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it; and
- Neglect of a person's need.

Bullying

Bullying must be behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly:

- Keeping someone out of a group (online or offline);
- Acting in an unpleasant way near or towards someone;
- Giving nasty looks, making rude gestures, calling names, being rude and impolite, constantly negative and teasing;
- Spreading rumours or lies, or misrepresenting someone (i.e., using their social media account to post messages as if it were them);
- 'Fooling around', 'messaging about' or other random or playful conduct that goes too far;
- Harassing someone based on their race, sex, religion, gender, or a disability;
- Intentionally and repeatedly hurting someone physically; and
- Intentionally stalking someone.

Harassment

Harassment must be behaviour of a nature and level of seriousness which includes but is not limited to:

- Telling insulting jokes about racial groups;
- Sending explicit or sexually suggestive emails or text messages;
- Displaying racially offensive or pornographic images or screen savers;
- Making derogatory comments or taunts about someone's race;
- Asking intrusive questions about someone's personal life, including his or her sex life;
- Sexual harassment or any of the above conduct
- Any of the above conduct based on or linked to a person's disability or the disability of an associate; and
- Offensive behaviour based on race or racial hatred, such as something done in public that offends, insults, or humiliates a person or group of people because of their race, colour, nationality, sexuality or ethnicity.

Sexual Misconduct

Sexual Misconduct is behaviour including, but not limited to:

- Unwelcome touching;
- Staring or leering;
- Suggestive comments or jokes;
- Showing or sharing sexually explicit images or pictures;
- Unwanted invitations to go out on dates;
- Requests for sex;
- Intrusive questions about a person's private life or body;
- Unnecessary familiarity, such as deliberately brushing up against a person;
- Insults or taunts based on sex;
- Sexually explicit physical contact;
- Sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
- Displaying pornographic images or screen savers;
- Asking intrusive questions about someone's personal life, including about their sex life; and
- Criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

Unlawful Discrimination

Unlawful Discrimination is unfair treatment based on a person's:

- Dismissal of a participant's volunteer or disadvantage to their involvement in sport;
- Alteration of a participant's position or duties to his or her disadvantage;
- Repeated failure to select an individual on merit;
- A reduction in future contract value; and
- Removal of coaching and other financial and non-financial support.

Vilification

Vilification is behaviour including, but not limited to:

- Speaking about a person's race or religion in a way that could make other people dislike, hate, or ridicule them;
- Publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
- Repeated and serious verbal or physical abuse about the race or religion of another person;
- Encouraging violence against people who belong to a particular race or religion, or damaging their property; and
- Encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites or email.
- Speaking about a person's sexuality or gender identity in a derogatory way. This includes Homophobia, Biphobia and Transphobia.

Social Media

Social Media Abuse is also known as digital abuse, and as the name states, it is a form of abuse in which the abuser uses social networks, texting, and other forms of digital media or communication to bully, harass, stalk, or intimidate the victim. No abuse on social media is acceptable. Please see our Social Media Moderation Policy for further information.

Version Control, Change History and Distribution

Version Control

Document Name:	Member Protection Policy
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Change History

Amendment Date	Version No.	Page No(s) replaced	Description of change

Distribution: All membership via soft copy and downloadable from Calisthenics Victoria Website Policy Bank.