

Sexual Misconduct Policy

Ensuring Safety, Respect, and Integrity

Introduction

This policy aims to protect the members, coaches, staff, and volunteers of the junior basketball organisation from sexual misconduct. Sexual misconduct encompasses any behaviour or action of a sexual nature that is inappropriate, harmful, or illegal. It is imperative to foster an environment where young athletes feel safe, respected, and valued.

Definitions

Sexual Misconduct

Sexual misconduct includes, but is not limited to:

- Unwanted sexual advances or requests for sexual favours
- Sexual harassment, including verbal, non-verbal, or physical conduct of a sexual nature
- Sexual assault, abuse, or exploitation
- Any other conduct of a sexual nature deemed inappropriate or harmful

Participants

Participants covered by this policy include:

- Junior athletes
- Coaches
- Staff members
- Volunteers
- Parents and guardians

Purpose

The purpose of this policy is to:

- Promote a safe and respectful environment for all participants
- Prevent incidents of sexual misconduct
- Provide a clear process for reporting and addressing allegations of sexual misconduct
- Ensure accountability and appropriate consequences for those who engage in sexual misconduct

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Policy Statements

Zero Tolerance

Australian Basketball Academy maintains a zero-tolerance policy for sexual misconduct. Any individual found to have engaged in such behaviour will face immediate disciplinary action, up to and including termination of membership or employment and referral to law enforcement authorities.

Code of Conduct

All participants are expected to adhere to the following code of conduct:

- Treat others with respect and dignity
- Refrain from any actions or behaviours that could be construed as sexual misconduct
- Report any incidents of sexual misconduct immediately

Prevention Measures

Education and Training

The organisation will provide education and training on sexual misconduct prevention to all participants, including:

- Workshops and seminars on recognizing and preventing sexual misconduct
- Distribution of educational materials
- Ongoing training sessions to reinforce the importance of maintaining a safe and respectful environment

Background Checks

All coaches, staff members, and volunteers will be required to provide a current and valid Working With Children Check before being allowed to participate in organisation activities. This will help ensure that individuals with a history of sexual misconduct are not given access to young athletes.

Supervision

Proper supervision will be maintained during all organisation activities to ensure the safety of junior athletes. This includes:

- Having multiple adults present during practices, games, and other events
- Encouraging open communication between athletes and trusted adults
- Implementing a buddy system to ensure no athlete is left alone with an adult without supervision

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Reporting Procedures

Immediate Reporting

Any participant who believes they have been subjected to sexual misconduct, or who has witnessed such behaviour, should report the incident immediately to a designated organisation official. The following methods may be used to report incidents:

- In person to a coach or staff member
- Via phone or email to the organisation's designated safeguarding officer
- Through an anonymous reporting system, if available

Confidentiality

All reports of sexual misconduct will be treated with the utmost confidentiality. The organisation will take appropriate steps to protect the privacy of the individuals involved while ensuring a thorough investigation is conducted.

Investigation

Upon receiving a report of sexual misconduct, the organisation will:

- Immediately acknowledge receipt of the report
- Conduct a prompt and thorough investigation, following established protocols
- Take appropriate action based on the findings of the investigation

Support Services

The organisation will provide support services to individuals affected by sexual misconduct, including:

- Counselling services
- Referral to external support organizations
- Assistance with accessing medical and legal resources

Disciplinary Actions

Any individual found to have engaged in sexual misconduct will face disciplinary actions, including but not limited to:

- Immediate suspension from organisation activities
- Termination of membership or employment
- Referral to law enforcement authorities for further investigation and potential prosecution

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Review and Updates

This policy will be reviewed and updated regularly to ensure it remains effective and relevant. The organisation will seek feedback from participants and external experts to continuously improve its approach to preventing and addressing sexual misconduct.

Conclusion

Australian Basketball Academy is committed to providing a safe, respectful, and supportive environment for all participants. By adhering to this policy, we can work together to prevent sexual misconduct and protect the well-being of our young athletes.