

NSW OUTLAW KARTS ASSOCIATION

POLICY – MEMBER PROTECTION

Valid from 1 February 2026

E: admin@nswoutlawkarts.com.au



PURPOSE OF POLICY – MEMBER PROTECTION

The purpose of this Policy – Member Protection is to maintain responsible behaviour and the making of informed decisions by members and other participants. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment, and abuse. Our policy informs everyone involved of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our activities.

The Policy – Member Protection applies to all parties participating, associated with and/or attending a NSWOK event – Junior Members, Senior Members, Full Members, Parents/Guardians, Associates of and Spectators.

NSWOK has legal and a moral responsibility to provide positive and safe environments, particularly for children. NSWOK aligns to best practice within guidelines from NSW Office of Sport and Sports Integrity Australia.

The NSWOK Club's designated Member Protection Officer (MPO) is Caroline Craft. Their role is to be an impartial party who are there to help guide people in the right direction. The MPO is there to listen to issues raised by members of any sport before triaging and referring them to the right place to find a resolution. The MPO is responsible for providing information about a person's rights, responsibilities and options to an individual making a complaint or raising a concern, as well as information support during the process.

BREACH OF PROCEDURES

The NSWOK Committee Executives are responsible for managing breaches within the Policy – Member Protection, Membership Terms & Conditions, and/or the NSWOK Constitution.

Any behaviours contrary to the forementioned, will be dealt with in accordance with but not limited to the relevant sporting bodies, Speedway Australia, AASA, Outlaw Karts Australia and/or the NSWOK Constitution.

If there is a breach, NSWOK Committee will take the following steps:

Step 1: Educative response – you will be reminded of the expected behaviours and how your behaviours breached the code of conduct. You will be asked to review the policies and be directed towards relevant education as warranted.

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Step 2: Written warning – A formal letter (warning) will be provided to the you, detailing the breach and any required corrective actions.

Step 3: Disciplinary action – Our club will explore the imposition of a suspension or termination under the rules of our club constitution or related policies.

PROTECTION OF CHILDREN

NSW Outlaw Karts is committed to the safety and wellbeing of children and young people who participate in our activities. We support the rights of the child and will always act to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants. NSW Outlaw Karts acknowledges the valuable contribution made by our members and volunteers and we encourage their active participating in providing a safe, fair, and inclusive environment for all participants.

Developing Codes of Conduct

- We will develop and promote a Code of Conduct applicable to all involved with NSW Outlaw Karts that specifies standards of conduct we expect to be adhered to. Furthermore, we will make available resources from relevant sporting bodies as to children's safeguarding and protection in sport.

Choosing Suitable Volunteers

- NSW Outlaw Karts will take all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children. NSW Outlaw Karts will ensure that Working with Children Checks are conducted for volunteers working with children, where an assessment is required by law. If a criminal history report is obtained as part of the screening process, NSW Outlaw Karts will ensure that the criminal history information is dealt with confidentially and in accordance with relevant legal requirements.

Report and Respond Appropriately to Suspected Abuse and Neglect

- NSW Outlaw Karts will aim to ensure that volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable ground that a child has be, or is being, abused or neglected. In addition to any legal obligations, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child or is in breach of this policy, they may make an internal complaint. Refer to our Breach of Procedures. Any person who believes a child is in immediate danger or in a life-threatening situation, should contact the police immediately.

Supervision

- Children under the age of 18 must be always supervised by a responsible adult.

Taking Images of Children

- Images of children can be used inappropriately or illegally. We require that members, wherever possible, obtain permission from a child's parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used. When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or

telephone number, without the consent of the child's parent or guardian. We will not provide information about a child's hobbies, interests, school, or the like, as this can be used to "groom" a child. We will only use images of children that are relevant to our activities, and we will seek permission from a child's parent or guardian before using their images.

DISCRIMINATION, HARASSMENT AND BULLYING

NSW Outlaw Karts is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment, and bullying. We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed, or bullied.

Discrimination

- Unlawful discrimination involves the less favourable treatment of a person based on one or more of the personal characteristics protected by State or Federal anti-discrimination laws.
- Discrimination includes both direct and indirect discrimination:
 - Direct discrimination occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
 - Indirect discrimination occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.
- For the purpose of determining discrimination, the offender's awareness and motive are irrelevant.

Harassment

- Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends, or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.
- The offensive behaviour does not have to take place several times, a single incident can constitute harassment.
- Sexual harassment involves unwelcome conduct, remarks, or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.
- Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti discrimination laws.
- The following is a list of all the personal characteristics that apply throughout Australia:
 - gender;
 - race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration;
 - national extraction or social origin;
 - marital status, relationship status, identity of spouse or domestic partner;
 - pregnancy, potential pregnancy, breastfeeding;
 - family or carer responsibilities, status as a parent or carer;
 - age;
 - religion, religious beliefs or activities;
 - political beliefs or activities;
 - lawful sexual activity;
 - sexual orientation and gender identity;
 - profession, trade, occupation or calling;
 - irrelevant criminal record, spent convictions;
 - irrelevant medical record;
 - member of association or organisation of employees or employers, industrial activity, trade union activity;
 - physical features;
 - disability, mental or physical impairment;
 - defence service; and

- personal association with someone who has, or is assumed to have, any of these personal characteristics.
- Legislation also prohibits:
 - racial, religious, homosexual, transgender, and HIV/AIDS vilification; and
 - victimisation resulting from a complaint.

8.3 Bullying

- Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety.
- Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend, or intimidate a person.
- Bullying behaviour can include actions of an individual or group.
- Whilst generally characterised by repeated behaviours, one off instances can amount to bullying.
- The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:
 - verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
 - excluding or isolating a group or person;
 - spreading malicious rumours; or
 - psychological harassment such as intimidation.
 - cyber-bulling which occurs using technology. Technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. We will not tolerate abusive, discriminatory, intimidating, or offensive statements being made online.
- If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint. (Refer to Breach of Procedure).

INCLUSIVE PRACTICES

NSW Outlaw Karts is a welcoming club, and we will seek to include members from all areas of our community. The following are examples of some of our inclusive practices.

People with a disability

- We will not discriminate against any person because they have a disability. Where it is necessary, we will allow for reasonable adjustments (e.g., modifications to equipment specifications) to enable participation.

People from diverse cultures

- We will support, respect, and encourage people from diverse cultures and religions to participate.

Sexual & Gender Identity

- All people, regardless of their sexuality or gender identity, are welcome. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.