



South Australian Synchronised Ice Skating Club Inc.

BEHAVIOUR MANAGEMENT POLICY

January 2016

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1. Introduction

1.1 This document is the Behaviour Management Policy of the South Australian Synchronised Ice Skating Club Inc.

1.2 This Policy has been developed because the South Australian Synchronised Ice Skating Club Inc. is committed to a synchronised environment in which:

- ◆ everyone involved in the sport is treated with respect and dignity; and
- ◆ attention is focused on the rights of everyone to enjoy themselves and develop their physical skills: and
- ◆ no one is subjected to verbal or physical abuse; and
- ◆ administrators, coaches, officials and volunteers are provided with the support required to enable them to do their jobs.

1.3 This Policy:

- ◆ establishes expected standards behaviour; and
- ◆ establishes responsibility for implementation and management of the Policy; and
- ◆ establishes procedures for investigating and dealing with breaches of the Policy.

2. Application of this Policy

This Policy applies to everyone with the South Australian Synchronised Ice Skating Club Inc. community whether club members or not. This includes skaters, coaches, officials, administrators, parents/carers and other family members, friends, supporters and spectators.

3. Expected Standards of Behaviour

This Policy requires everyone within the South Australian Synchronised Ice Skating Club Inc. community to:-

- ◆ Maintain the highest possible standards of sportsmanship; and
- ◆ respect others and treat them with dignity, regardless of their gender, ability, ethnicity or religion; and
- ◆ refrain from any action that could bring the Club into disrepute; and
- ◆ refrain from, and advocate against, any form of verbal or physical abuse; and
- ◆ refrain from inappropriate, vulgar or profane language; and
- ◆ refrain from unruly behaviour, and
- ◆ refrain from, and advocate against, any behaviours that are harmful or demeaning to others; and
- ◆ refrain from, and advocate against, abuse of alcohol and performance enhancing and illegal drugs; and
- ◆ not damage or inappropriately use property belonging to others; and

- ◆ give equal support to all participants, including skaters, coaches, administrators and officials, regardless of their skill level; and
- ◆ respect, and abide by, the skills, decision-making and judgement of coaches and officials; and
- ◆ respect, and abide by, the decision-making and judgement of the Management Committee; and
- ◆ always be courteous when communicating with other members of the skating community; and
- ◆ emphasis enjoyment, safety and fair play rather than winning at all costs; and
- ◆ understand and accept that the needs of the team can be more important than the needs of an individual.

4. Implementation and Management of this Policy

4.1 The Management Committee is required to review this Policy Regularly.

5. Investigation of Breaches of this Policy

5.1 The Management Committee is responsible for investigating alleged breaches of this Policy and for implementation any disciplinary actions, except that:

- ◆ If it is alleged that a member of the Management Committee has breached this Policy, the remaining members of the Management Committee shall undertake the necessary investigations; or
- ◆ If it is alleged that the Management Committee, or a majority of its members, has breached this Policy, the matter shall be referred to the South Australian Ice Skating Association for investigation.

5.2 Everyone within the South Australian Synchronised Ice Skating Club Inc. community is required to report any breaches of this Policy to the Management Committee. Depending on the nature of the alleged breach, the Management Committee may request the report to be in writing.

5.3 Upon receipt of a report of an alleged breach, the Management Committee must as soon as possible:

- ◆ Prepare an incident report; and
- ◆ approach all stakeholders and any witnesses to the alleged breach to determine whether or not a breach has occurred; and
- ◆ subject to the seriousness of the alleged offence, if the alleged offender or victim is a minor (aged under 18 years), ensure that no action is taken until a parent/carer of the minor is present; and
- ◆ ensure that the alleged offender is given adequate opportunity to defend the allegations; and
- ◆ if a breach is proven, establish and impose appropriate disciplinary action in accordance with Section 6; and
- ◆ ensure that full details of the alleged offence and the Management Committee's investigation and findings are adequately documented; and

- ◆ inform all stakeholders about the outcome of the investigation, preferably in writing; and
 - ◆ if considered appropriate, advise South Australian Ice Skating Association about the matter and its outcome.
- 5.5 Depending on the nature of the alleged breach, the Management Committee may engage the services of an independent body to assist in investigation and resolution of the matter. Financial responsibilities for the engagement of the independent body shall be at the discretion of the Management Committee.

6. Disciplinary Action

- 6.1 The Management Committee may take disciplinary action against any person found to have been in breach of this Policy.
- 6.2 This Policy does not prescribe specific disciplinary actions for specific breaches. It is the responsibility of the Management Committee to determine appropriate actions.
- 6.3 The Management Committee must ensure that any disciplinary action is in keeping with the seriousness of the breach.
- 6.4 The Management Committee must also take into account any previous breaches by the offender.
- 6.5 The Management Committee may impose disciplinary actions such as, but not limited to:
- ◆ requiring the offender to attend discussions or education sessions about appropriate behaviour; and /or
 - ◆ requiring the offender to apologise and/or make restitution; and/or
 - ◆ required the offender to perform services for the Club; and/or
 - ◆ suspending the offender from training sessions and/or competitions; and/or
 - ◆ barring the offender from entering the rink; and/or
 - ◆ barring the offender from attending Club meetings; and/or
 - ◆ expelling the offender from the club.
- 6.6 If the offender is a skater, the Management Committee must be cognisant of the need for balance when determining an appropriate disciplinary action, so that adverse effects on the team are minimised.

7. Confidentiality

The Management Committee and any other parties involved in investigation and resolution of alleged breaches must keep all names and details confidential unless disclosure is necessary as part of the disciplinary or corrective process.

