

Judo Victoria - Child Protection and Member Protection Policy.

In conjunction with all other states and Judo Australia, Judo Victoria has adopted a common Member Protection Policy and processes. This policy is incorporated in the Judo Victoria Bylaws.

Judo Victoria is committed to the health, safety and wellbeing of all its members and participants and takes responsibility for providing a safe environment to undertake the sport of Judo.

Judo Victoria values its members and respects their rights. The organisation will take all steps necessary to ensure that members are treated in a fair, equal and respectful manner, and that systems are put in place to ensure that any situations that do arise in the management and organisation of the sport can be addressed promptly, fairly and thoroughly.

This National Member Protection Policy (“policy”) aims to assist Judo Australia to uphold its core values and create a safe, fair and inclusive environment for everyone associated with our sport. It sets out our commitment to ensure that every person bound by the policy is treated with respect and dignity and protected from discrimination, harassment and abuse. It also seeks to ensure that everyone involved in our sport is aware of their key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

Judo Victoria is committed to:

- **Child Protection** and the implementation of all Victorian Child Protection laws.
- **Codes of Conduct for all coaches, officials and members.**
- **Reporting and responding appropriately to any suspected cases of abuse.**
- **Privacy of all children** including not publishing photos of children without permission.
- **Creating and maintaining an inclusive environment for all members that is free of discrimination and harassment including bullying.**
- **Opposing Gender identity discrimination and harassment** in accordance with the Victorian Anti-Discrimination acts.

Complaints procedure Process: Judo Victoria aims to provide a simple, confidential and trustworthy procedure for resolving complaints based on the principles of procedural fairness.

Any person (a complainant) may report a complaint about a person, people or organisation bound by this policy (respondent) if they feel they have been discriminated against, harassed, bullied or there has been any other breach of this policy.

In the first instance, complaints should be reported to the President or a Member Protection Information officer (MPIO).

If a complaint relates to behaviour or an incident that occurred at the:

- state level, or involves people operating at the state level, then the complaint should be reported to and handled by the relevant state association in the first instance.
- club level, or involves people operating at the club level, then the complaint should be reported to and handled by the relevant club in the first instance.

A complaint may be handled informally or formally. All complaints will be dealt with promptly, seriously, sensitively and confidentially.

Member Protection Information officer: The MPIO is an independent person that is appointed to hear the concerns/complaints of members and to give them confidential advice on their options. The most appropriate course of action will depend on the nature of the complaint.

If a complaint involved any form of child abuse it must become a police matter.

Options may include:

- No further action
- Mediation
- Referral to an external agency like an Anti-Discrimination agency or the Police.
- The establishment of a tribunal under the Member Protection provisions of the Bylaws.
- Referral to the Disciplinary process under the JVI Constitution if the complaint doesn't fall under the jurisdiction of the Member Protection Policy

The full text of the Member Protection Policy can be found at:

https://bbab5739-644c-4ce6-8305-208634b52313.filesusr.com/ugd/570d63_f8a5414c70764c68bfd1e441a89e4fba.pdf

The Judo Victoria Member Protection Information Officer can be contacted at:

office@judovictoria.com.au