



SPORT CLIMBING AUSTRALIA

SPORT CLIMBING AUSTRALIA LIMITED

Approved by SCA board 14 April 2020

PART 1—MEMBER PROTECTION POLICY

1. INTRODUCTION

Sport Climbing Australia Limited (**SCA**), its Member States (**States**) and other affiliated entities (**Climbing Entities**), are committed to the health, safety and wellbeing of all its members and is dedicated to providing a safe environment for those participating in Sport Climbing. SCA wants Sport Climbing to be fun, enjoyable and safe for all.

As part of the Sport Climbing community, each individual makes a commitment to actively encourage behaviours that promote a supportive and nurturing environment and contribute to SCA's mission of enriching the Australian Sporting landscape by issuing a unique challenge anyone can accept.

2. POLICY RATIONALE

This Policy aims to assist SCA to uphold its core values and create a safe, fair and inclusive environment for everyone associated with Sport Climbing. It sets out Sport Climbing commitment to ensure that every person involved in Sport Climbing is treated with respect and dignity and protected from discrimination, Harassment and Abuse. It also seeks to ensure that everyone involved in Sport Climbing is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

SCA is the peak body for Sport Climbing in Australia and is responsible for the stewardship of the sport.

All Climbing Entities are committed to the health, safety and general wellbeing of everyone involved in Sport Climbing. That is the rationale for this Policy.

This Policy consists of the following parts:

- Part 1—Member Protection Policy
- Part 2—Code of Conduct
- Part 3—Complaints Procedures

All Climbing Entities will promote and monitor this Policy to the fullest extent possible and with the assistance of their Members. All Climbing Entities recognise that the responsibility



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for safeguarding Members including Children or Young People (**CYP**) in Sport Climbing lies with all those involved in Sport Climbing and is not the sole responsibility of any one person at club, state or national level.

This Policy has been endorsed by SCA's board of directors (**Board**) on 14 April 2020, and is effective from 15 May 2020. The Policy will operate until replaced. Copies of the current Policy and its attachments are available on the SCA website at www.sportclimbingaustralia.org.au.

3. WHO IS BOUND BY THIS POLICY?

This Policy binds everyone who is involved in Sport Climbing including but not only:

- (a) persons appointed or elected to boards, committees and sub-committees
- (b) volunteers
- (c) support personnel
- (d) all Members, including States, affiliated entities, Individual Members, life members and members of Members
- (e) any other person involved in Sport Climbing including but not limited to participants, parents, guardians, spectators, sponsors and licensees and other contracted parties to the full extent possible.

This Policy will continue to apply to a person, even after they have stopped their association or employment (subject to this Policy's terms) with a Climbing Entity, if disciplinary action against that person has commenced.

4. COMMITMENT

All Climbing Entities will strive to:

- provide a safe environment for everyone involved in Sport Climbing
- take an inclusive approach in its activities
- ensure the safety and wellbeing of their Members and CYP in particular.

In delivering on this commitment to the health, safety and wellbeing of all, each Climbing Entity takes seriously its positive obligation to educate and inform everyone involved in Sport Climbing of each person's responsibilities to:

- protect each other, and particularly CYP
- create and maintain a Member and child-safe culture and a culture of inclusion and safety that is understood, endorsed and put into action by all.



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Subject to their respective legislative, rules and human resources (employment) frameworks, all Climbing Entities must:

- adopt, implement and comply with this Policy
- ensure that the constitution, by-laws or other rules and policies include the necessary clauses for this Policy to be enforceable
- publish, distribute and promote this Policy and the consequences of breaches
- promote and model appropriate standards of behaviour at all times
- implement a complaint management system that includes appropriate policies and procedures, clear lines of responsibility, and appropriate delegations
- deal with any breaches or complaints made under this Policy in a sensitive, fair, timely and confidential manner
- apply this Policy consistently
- recognise and enforce any penalty imposed under this Policy
- ensure that a copy of this Policy is available or accessible to the persons and associations to whom this Policy applies
- use appropriately trained people to receive and manage complaints and allegations
- monitor and review this Policy regularly.


Individuals bound by this policy must:

- make themselves aware of the contents of this policy and adopt the practices and behaviour when carrying out their roles;
- comply with all relevant provisions of the policy, including any codes of conduct and the steps for making a complaint
- consent to the screening requirements set out in this policy, and any state/territory Working with Children Checks (**WWCC**) if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18 or where otherwise required by law
- place the safety and welfare of children above other considerations
- report any **abuse** or neglect of children which they become aware of to our management and/or to external authorities responsible for child protection or to police, regardless of whether that **abuse** is being perpetrated by personnel within Sport



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Climbing, or by those outside Sport Climbing including those from the child's family, extended family, their family's extended network or strangers

- be accountable for their behaviour and
- comply with any decisions and/or disciplinary measures imposed under this policy. 

5. BREACHES OF POLICY

All Climbing Entities encourage everyone in the Sport Climbing community to comply with this Policy. Failure to comply with this Policy may be considered a breach and result in disciplinary action in accordance with this Policy and/or other SCA rules and policies. It is a breach of this policy for any person or organisation bound by this policy to do anything contrary to this policy, including but not limited to:

- (a) breaching the codes of conduct;
- (b) bringing Sport Climbing and SCA into disrepute, or acting in a manner likely to bring Sport Climbing and SCA into disrepute;
- (c) failing to follow SCA policies (including this policy) and SCA's Child Safe Policies
- (d) discriminating against, harassing or bullying (including cyber-bullying) any person;
- (e) victimising another person for making or supporting a complaint;
- (f) engaging in an inappropriate intimate relationship with a person they supervise, or have influence, authority or power over;
- (g) verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- (h) disclosing to any unauthorised person or organisation any SCA information that is of a private, confidential or privileged nature;
- (i) making a complaint that they know to be untrue, vexatious, malicious or improper;
- (j) failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy; and
- (k) failing to comply with a direction given to the individual or organisation as part of a disciplinary process.



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PART 2—CODE OF CONDUCT

6. INTRODUCTION

The following Code of Conduct outlines the expected behavioural guidelines for Members and persons involved in, and interactions between, all such persons in the Sport Climbing community.

As part of a Member's commitment to observing this Code of Conduct each Member will formally acknowledge their commitment to the Code of Conduct, wherever practicable.

7. COMMITMENT

The Code should be read in conjunction with:

- the specific requirements of any role as defined in any position description statement, if applicable
- relevant policy and procedure documents, including all other policies in SCA's Integrity Framework
- the complaint procedures
- other SCA policies and guidelines available on the SCA website including, but not only, SCA's Privacy Policy,
- all applicable laws in the relevant jurisdiction
- general community expectations in relation to appropriate behaviour.

All Climbing Entities may consider a failure to observe the Code as misconduct, and may take appropriate disciplinary action in accordance with relevant rules and regulations including this Policy.

8. EXCEPTIONS

There may be exceptional situations where the Code does not apply, for example, in an emergency situation. It is crucial however that, where possible, authorisation is sought from the relevant Climbing Entity prior to taking action that may contravenes the Code or the relevant Climbing Entity is advised as soon possible of any incident which may breach the Code.

9. CODE OF CONDUCT

The Code should be followed at all times and by all Members and all people involved in any way with Sport Climbing.



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9.1 *General*

Members and all people involved in any way with Sport Climbing will:

- (a) respect the rights, dignity and worth of others—treat others as you would like to be treated yourself
- (b) be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations
- (c) be professional in, and accept responsibility for your actions
- (d) be aware of and follow—at all times—Sport Climbing and SCA’s laws, standards, rules, policies and procedures and promote those laws, standards, rules, policies and procedures to others
- (e) operate within the rules and spirit of the sport, including the national and international guidelines that govern Sport Climbing
- (f) understand the possible consequences of breaching the Code and/or this Policy
- (g) report any breaches of the Code or this Policy to the Climbing Entity
- (h) refrain from any form of Abuse, Harassment, Discrimination and Victimisation towards others
- (i) raise concerns arising under this Policy through the appropriate channels and in a timely manner
- (j) provide a safe environment for the conduct of activities in accordance with any relevant SCA policy
- (k) show concern, empathy and caution towards others that may be sick or injured
- (l) strive to be a positive role model to all
- (m) respect and protect confidential information obtained through Sport Climbing activities or services; whether individuals and/or organisational information
- (n) maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- (o) ensure that any physical contact with others is appropriate to the situation and necessary for the person’s skill development
- (p) refrain from intimate relations with persons over whom you have a position of authority



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- (q) agree to abide by the Code
- (r) maintain a duty of care towards others and
- (s) be impartial and accept the responsibility for all actions taken.

9.2 *Sexual misconduct and relationships*

Under no circumstances is any form of sexual behaviour to occur between, with, or in the presence of, CYP participating in any Sport Climbing environment. Engaging in sexual behaviour while participating in Sport Climbing services, events, programs or activities is prohibited.

‘Sexual behaviour’ needs to be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

- ‘contact behaviour’, such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution
- ‘non-contact behaviour’, such as flirting, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

9.3 *Use, possession or supply of alcohol or drugs*

While on duty or carrying out their roles, a Member must not:

- use, possess or be under the influence of an illegal or illicit drug
- use or be under the influence of alcohol
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs
- supply alcohol or drugs (including tobacco) to CYP participating in any Sport Climbing facility, service, program, event or activity.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a person’s ability to care for Members involved in our services, programs, events or activities.

Responsible service and consumption of alcohol should apply to any alcohol consumed. Responsible services might include ensuring that light alcohol and soft drinks always being available. Wherever possible, food might be made available to be consumed when alcohol is available, or transport policies may be adopted.

All Climbing Entities must adhere to strict guidelines regarding the responsible service and consumption of alcohol and act in accordance with relevant liquor licence laws and regulations.



9.4 *Pregnancy*

Pregnant women should be treated with respect and any unreasonable barriers to their full participation in Sport Climbing should be removed. Any Discrimination or Harassment against pregnant women in Sport Climbing will not be tolerated.

All Climbing Entities will take reasonable care to ensure the safety, health and wellbeing of pregnant women and their unborn children. Pregnant women are advised that there may be risks involved and are encouraged to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, are of utmost importance in their decision-making about the extent to which they choose to participate in Sport Climbing activities.

All pregnant women are encouraged to talk with their medical advisers and make themselves aware of the facts about pregnancy and participating in Sport Climbing activities and ensure that they make informed decisions about their participation. Pregnant women will be required to sign a disclaimer only if all other participants are required to sign one in similar circumstances. Women will not be required to undertake a pregnancy test.

If a pregnant woman feels she has been harassed or discriminated against on the basis of her pregnancy by another person or organisation bound by this Policy, she may make a complaint.

9.5 *Gender identity*

Climbing Entities are committed to providing a safe, fair and inclusive environment where people of all backgrounds can contribute and participate. People who identify as transgender or transsexual should be treated fairly and with dignity and respect at all times. This includes acting with sensitivity when a person is undergoing gender transition.

Any unlawful discrimination or harassment of a person who identifies as transgender or transsexual or who is thought to be Transgender or transsexual will not be tolerated. If a transgender or transsexual person feels he or she has been harassed or discriminated against on the basis of their gender identity by another person or organisation bound by this Policy, they may make a formal complaint.

Excluding transgender and transsexual people from participating in events and activities has significant implications for their health, wellbeing and involvement in community life. In general, their participation in Sport Climbing on the basis of the gender with which they identify is supported.

It is recognised that there is debate over whether a male-to-female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, advice will be sought on the application of those laws in the particular circumstances.

Drug testing procedures and prohibitions also apply to people who identify as transgender. A person receiving treatment involving a Prohibited Substance or Method, as described on



the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

See SCA's Transgender Policy.

9.6 *Smoke free environment*

Smoking is now banned in many public spaces including parks and beaches in some states. Climbing Entities do not allow Members to smoke while undertaking Sport Climbing duties and asks that Members refrain from the practice when engaged in official Sport Climbing events, activities and competitions.

All Climbing Entities must adhere to relevant legislation and local government regulations in relation to smoking requirements.

9.7 *Cyber Bullying*

All Climbing Entities regards Bullying and Harassment in all forms as unacceptable. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements.

New 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. No Climbing Entity will tolerate abusive, discriminatory, intimidating or offensive statements being made online. In some cases, Bullying is a punishable criminal offence.

Frustration with a Member or a Climbing Entity should never be communicated on social networking websites. These issues should instead be addressed—in a written or verbal statement or a formal complaint—to the relevant Climbing Entity.

See SCA's Social Media Policy.

9.8 *Social networking websites*

Climbing Entities acknowledge the enormous value of social networking websites, such as Facebook and Twitter, to promote Sport Climbing and celebrate the achievements and success of the people involved in Sport Climbing. All people bound by this Policy must conduct themselves appropriately when using social networking sites to share information related to Sport Climbing.

Social media postings, blogs, status updates and tweets by Members:

- must not use offensive, provocative or hateful language or photographs/images
- must not be misleading, false or injure the reputation of another person
- should respect and maintain the privacy of others



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- should promote Sport Climbing in a positive way.

See SCA's Social Media Policy.

PART 3—COMPLAINTS PROCEDURE

- (a) A complaint alleging a breach of this Policy should be submitted and otherwise referred to the relevant Climbing Entity. That Climbing Entity may manage that complaint in accordance with this Policy. A Climbing Entity is not obliged to accept a complaint and may dismiss a complaint if it reasonably and in good faith considers the complaint is without basis, vexatious, malicious or frivolous.
- (b) If a Climbing Entity receives a complaint under this Policy, it may undertake such investigation into the complaint as it considers appropriate and by such person(s) and by such process(es) as the Climbing Entity considers necessary. A Climbing Entity is not obliged to undertake an investigation. Parties involved in a complaint will be notified in writing if an investigation is to be undertaken and such parties must co-operate with the investigation. All such parties must treat any investigation as confidential.
- (c) Whether an investigation is undertaken and/or completed or not the Climbing Entity may:
 - (i) take immediate disciplinary or other remedial action against any relevant party involved in the complaint if the Climbing Entity considers the circumstances of the complaint require such action; or
 - (ii) advise relevant parties that they must attend a mediation of the complaint (subject to the complaint being appropriate for mediation); or
 - (iii) refer the complaint to a tribunal to determine what, if any, further action including the imposition of any sanction to take; or
 - (iv) refer the complaint to the police or other law enforcement or government agency or take no further action under this Policy.
- (d) All parties involved in a complaint are entitled to support throughout this process from their chosen support person.
- (e) If the Climbing Entity imposes disciplinary or other remedial action against any relevant party under 3(c)(i) above, then unless the complaint raises potential criminal issues, the Climbing Entity will endeavour to convene a tribunal to hear the complaint as soon as practicable.
- (f) If the Climbing Entity requires the relevant parties to attend a mediation of the complaint under 3(c)(ii) above then such mediation will be conducted by such process as is determined by the Climbing Entity and the appointed mediator. The mediator will be independent of the parties (including the Climbing entity) but will be



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appointed by the Climbing Entity. The parties will be required to sign a mediation agreement with the Climbing Entity, the mediator and each other. The parties may be required to pay the mediator’s costs. There is no appeal from a mediation.

- (g) If the Climbing Entity refers the complaint to a tribunal under 3(c)(iii) above then such tribunal will be conducted by such process as is determined by the appointed chairman of the tribunal. The rules of evidence will not apply to any such hearing and all parties will participate in the hearing honestly and in good faith. Involved parties have no right or entitlement to legal representation at any hearing before the tribunal. All parties will participate in the tribunal hearing as required and agree to be bound by the jurisdiction of the tribunal in respect of the complaint. If a tribunal finds that a breach of this policy has occurred it may impose such penalty or penalties on relevant parties as it considers appropriate.

There is no appeal from a decision of a tribunal under this Policy.

APPENDICES A—DEFINITIONS

This appendix sets out the meaning of words used in, or referenced by, this Policy without limiting the ordinary and natural meaning of the words.

Term	Definition
Abuse	Abuse means Physical Abuse, Emotional Abuse (including psychological abuse), Sexual Abuse and abuse of power that has caused, is causing or is likely to cause harm to a person’s wellbeing or development. Examples of Abuse include but are not limited to, Bullying, humiliation, verbal abuse and insults, Grooming, Harassment (including Sexual Harassment), Discrimination, Neglect and Sexual Exploitation.
Bullying	Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying may take many forms that are often interrelated and can include: <ul style="list-style-type: none"> • verbal (name calling, put-downs, threats) • physical (hitting, punching, kicking, scratching, tripping, spitting) • social (ignoring, excluding, ostracising, alienating) • psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions). For the avoidance of doubt, Bullying includes Cyber Bullying, which can also have lasting and damaging consequences.
Child Abuse	Child Abuse is the mistreatment by an adult of a CYP that has harmed, is harming or is likely to harm or endanger or put at risk that CYP’s physical or emotional health, development or wellbeing. For the avoidance of doubt, this includes but is not limited to emotional or psychological Abuse, Bullying, Grooming, Sexual Exploitation, Neglect and Child Harassment.



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Term	Definition
Child Harassment	Child Harassment is defined as any detrimental effect of a significant nature on the CYP's physical, psychological or emotional wellbeing. For Harassment to be significant, the detrimental effect on a Child's or Young Person's wellbeing must be substantial or serious, more than transitory and must be demonstrable in the Child's or Young Person's presentation, functioning or behaviour.
Child or Young Person/Children or Young People (CYP)	A Child or Young Person is a person under the age of eighteen years.
Code of Conduct	The Code of Conduct aims to identify and prevent behaviour that may be harmful to Members, Participants and CYP. The Code of Conduct outlines what is, and what is not, acceptable behaviour or practice.
Complainant	A Complainant is the person or persons making a complaint and includes a parent, guardian or adult representative of the CYP.
Discrimination	<p>Discrimination means treating, proposing to treat or requesting, assisting, instructing or encouraging another person to treat a person less favourably than someone else on the basis of an attribute or personal characteristic they have. The relevant attributes or characteristics include but are not limited to the following:</p> <ul style="list-style-type: none"> • age • disability • marital status • parental or carer status • physical features • irrelevant medical record • irrelevant criminal record • political belief or activity • pregnancy • breastfeeding • race • religious belief or activity • sex or gender • sexual orientation • trade union membership or activity • Transgender orientation. <p>Discrimination also includes any other behaviour recognised by commonwealth, state or territory law as discrimination. Examples of Discrimination are available on the <i>Play by the Rules</i> website. Some exceptions to state and federal anti-discrimination law apply, including (but not limited to):</p>



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Term	Definition
	<ul style="list-style-type: none"> • holding a competitive sporting activity for girls and boys who are under the age of 12 or of any age where strength, stamina or physique is relevant • not selecting a Participant if the person's disability means that he or she is not reasonably capable of performing the actions reasonably required for that particular activity.
Emotional or Psychological Abuse	<p>Emotional or Psychological Abuse occurs when a CYP does not receive the love, affection or attention they need for healthy emotional, psychological and social development. Such abuse can also apply to an adult. Such abuse may involve repeated rejection or threats to a CYP. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection or continual coldness are all examples of emotional abuse. Specific to sport, overtraining can constitute Emotional or Psychological Abuse. These behaviours continue to an extent that results or has the potential to result in significant damage to the CYP's physical, intellectual or emotional wellbeing and development.</p>
Complaint	<p>A complaint is a complaint made to a Climbing Entity in writing. Where possible, it should set out:</p> <ul style="list-style-type: none"> • the details or particulars of the complaint, including dates, times and persons involved • the Complainant(s)' wishes as to how they would like the complaint resolved • what outcome(s) the Complainant is seeking.
Harm	<p>Harm to a child or other person, is any detrimental effect of a significant nature to the child's or other person's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:</p> <ul style="list-style-type: none"> • physical, psychological or emotional abuse or neglect • sexual abuse or exploitation • a single act, omission or circumstance • a series or combination of acts, omissions or circumstances.
Tribunal	<p>Tribunal means the panel created in accordance with this Policy to hear a complaint under this Policy.</p>
Mediator	<p>Mediator means a person appointed to mediate a complaint made under this Policy, preferably with relevant skills, qualifications or training in mediation.</p>
Member	<p>A Member is an entity or individual who is recognised and/or registered as a member of a Climbing Entity including SCA and the Member States.</p>



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Term	Definition
Member Protection Information Officer or MPIO	Member Protection Information Officer or MPIO means a person appointed by a Climbing Entity as a contact for a person seeking assistance with a Formal complaint of a possible breach of this Policy. The MPIO provides impartial information about policy, process and procedures to the person with the concern or the person who is alleging a breach of this Policy.
Neglect	Neglect is the persistent failure or deliberate failure or denial to provide the child with the basic necessities of life. Such Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that the child's health and development is, or is likely to be, significantly harmed. Categories of Neglect include physical neglect, medical neglect, abandonment or desertion, emotional neglect and educational neglect. The issue of Neglect must be considered within the context of resources reasonably available.
Participant	A Participant includes anyone who participates in a Climbing Entity service, event, activity or program, including people who may not be a Member. A Participant may be provided the service or program for free.
Physical Abuse	Physical Abuse occurs when a person subjects a child to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a child. Physically abusive behaviour includes, but is not limited to, shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful overtraining, and kicking. It also includes giving CYP harmful substances such as drugs, alcohol or poison. Certain types of punishment, while not causing injury, can also be considered Physical Abuse if they place a child at risk of Harm.
Police Check	Police Check means a national criminal history record check conducted as a pre-employment, pre-engagement or current employment background check on a person.
Policy	Policy means the Member Protection Policy and includes the complaint procedures.
Respondent	Respondent means the person or organisation responding to the Formal Complaint up to the point of a Tribunal.
Serious Criminal Conduct	Serious Criminal Conduct means any of the following: <ul style="list-style-type: none"> • Sexual Offences • drug possession, use, sale or any other drug-related conduct • assault causing serious injury • any criminal conduct deemed serious enough to warrant escalation to SCA by a Member State.
Sexual Abuse	Sexual Abuse occurs when an adult or a person of authority involves a CYP in any sexual activity. Perpetrators of Sexual Abuse take advantage of their power, authority or position over the CYP for their own benefit. It



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Term	Definition
	<p>can include making sexual comments to a child, engaging CYP to participate in sexual conversations over the internet or on social media, kissing, touching a child's genitals or breasts, oral sex or intercourse with a child. Encouraging a child to view pornographic magazines, websites and videos is also Sexual Abuse. Engaging CYP to participate in sexual conversations over the internet is also considered Sexual Abuse.</p>
Sexual Exploitation	<p>Sexual Exploitation occurs when CYP are forced into sexual activities that are then recorded in some way and/or used to produce pornography. Such pornography can be in the form of actual photos or videos or published on the internet.</p>
Sexual Harassment	<p>Sexual Harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature and which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual Harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions and displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment.</p>
Sexual Misconduct	<p>Sexual Misconduct means any of the following:</p> <ul style="list-style-type: none"> • Sexual Offences • Sexual Harassment • the use of technology or social media platforms with sexual connotation.
Sexual Offence	<p>Sexual Offence means a criminal offence involving sexual activity or actions of indecency. Because of differences under state and territory laws, this can include but is not limited to:</p> <ul style="list-style-type: none"> • rape • indecent assault • sexual assault • assault with intent to have sexual intercourse • incest • sexual penetration of Child under the age of 16 • indecent act with Child under the age of 16 • sexual relationship with Child under the age of 16 • sexual offences against people with impaired mental functioning • abduction and detention • procuring sexual penetration by threats of fraud • procuring sexual penetration of a Child under the age of 16 • bestiality • soliciting acts of sexual penetration or indecent acts • promoting or engaging in acts of Child prostitution • obtaining benefits from Child prostitution • possession of Child pornography • publishing Child pornography and indecent articles.



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Term	Definition
Member States (States)	Member States are the Australian state and territory Sport Climbing Entities. Member States have agreed to adopt and abide by this Policy.
Transgender	Transgender is a general term applied to individuals and behaviours that differ from the gender role commonly, but not always, assigned at birth. It does not imply any specific form of sexual orientation. See www.humanrightscommission.vic.gov.au (Guideline: Transgender people and sport Complying with the Equal Opportunity Act 2010)
Victimisation	Victimisation means subjecting a person or threatening to subject a person to any detrimental or unfair treatment because that person has or intends to pursue their rights to make a Formal Complaint under law or under this Policy, or for supporting another person to make a Formal complaint.



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MEMBER PROTECTION DECLARATION (May be used by a Climbing Entity)

A Climbing Entity has a duty of care to all those associated with that Entity and to the individuals in that organisation to whom SCA's Member Protection Policy (**MPP**) applies. As a requirement of the MPP, I acknowledge and agree that a Climbing Entity must enquire into my background given I have undertaken, or will undertake, regular, unsupervised contact with Children & Young People (**CYP**).

I(name)

of

..... (address)

born

sincerely declare:

1. I have been provided a copy, have read and understood the MPP.
2. I understand my responsibilities in relation to ensuring and promoting the safety of CYP.
3. I am not the subject of any criminal investigation.
4. I do not have any criminal charge pending before the courts.
5. I do not have any criminal convictions or findings of guilt including for sexual offences, offences related to children or acts of violence including domestic violence.
6. I have not had any workplace behaviour or disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence.
7. I have never had a working with children check application rejected.
8. I am not currently serving a sanction for an anti-doping rule violation under an ASADA approved anti-doping Policy applicable to me.
9. I will not participate in, facilitate or encourage any practice prohibited by the World Anti-Doping Agency Code or any other ASADA approved anti-doping Policy applicable to me.
10. To my knowledge there is no other matter that a Climbing Entity may consider constitutes a risk to its members, employees, volunteers, athletes or reputation by my involvement in Sport Climbing whether in a paid or voluntary position.
11. I will notify the President or CEO of the organisation(s) engaging me immediately upon becoming aware that any of the matters set out in clauses 3 to 8 above has changed.

I acknowledge that should I falsely or mistruthfully declare any of the above I will be automatically expelled from Sport Climbing (at all levels) nor will I be eligible for membership subject always to the discretion of the relevant Member State. I further acknowledge there is no appeal from such sanction.



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Declared in the state/territory of

on (date)

Signature.....

Parent/guardian consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name.....

on (date)

Signature.....