MEMBER PROTECTION & PARTICIPANT WELLBEING POLICY

INTRODUCTION:

The Mount Eliza Soccer Club (the **"Club"**) is committed to providing a safe, inclusive, and respectful environment for all members, visitors, and participants. This Member Protection & Participant Wellbeing Policy outlines our commitment to promoting the welfare, safety, and rights of all individuals involved with the club.

SCOPE:

This policy applies to all members, volunteers, staff, visitors, and participants involved with the club including but not limited to players, coaches, officials, parents, and spectators.

KEY PRINCIPLES:

1. **Safety and Wellbeing:**
   - 1.1. Prioritise the safety, physical and emotional well-being of all individuals involved with the club.
   - 1.2. Take proactive measures to prevent, identify, and address any risks to safety or well-being.
2. **Respect and Equity:**
   - 2.1. Treat all individuals with respect, fairness, and dignity, regardless of age, gender, race, ethnicity, nationality, religion, sexual orientation, disability, or any other characteristic.
   - 2.2. Ensure equal opportunities and fair treatment for all members and participants.
3. **Inclusivity and Diversity:**
   - 3.1. Promote diversity, inclusivity, and accessibility within the club, welcoming individuals from all backgrounds and abilities.
   - 3.2. Foster an environment where everyone feels valued, respected, and included.
4. **Transparency and Accountability**
   - 4.1. Maintain transparency in all club operations, decision-making processes, and interactions.
   - 4.2. Hold all individuals accountable for their actions, behaviours, and adherence to club policies and procedures.

KEY POLICIES & PROCEDURES:

1. **Code of Conduct:**
   1.1. Develop and enforce a Code of Conduct that outlines expected behaviours and standards of conduct for all individuals associated with the club.
   1.2. Clearly communicate the consequences of violating the Code of Conduct.
2. **Child Safety and Protection:**
   2.1. Implement measures to safeguard the welfare and rights of children and young people involved with the club.
   2.2. Require all relevant individuals to undergo appropriate background checks and training in child protection.
3. **Anti-Discrimination and Harassment:**
   3.1. Prohibit discrimination, harassment, bullying, or any form of misconduct based on protected characteristics.
   3.2. Establish procedures for reporting and addressing incidents of discrimination or harassment promptly and confidentially.
4. **Complaints and Grievance Resolution:**
   4.1. Provide accessible mechanisms for members and stakeholders to raise concerns, complaints, or grievances.
   4.2. Ensure fair and impartial investigation and resolution of complaints in a timely manner.

Consequences of Violation:

Violations of this Member Protection & Participant Wellbeing Policy may result in disciplinary action, up to and including suspension or expulsion from the club, depending on the severity of the offense and at the discretion of club management.

Reporting Violations:

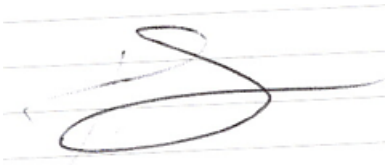
Any member, volunteer, staff, or participant who witnesses or experiences a violation of this policy is encouraged to report it to either the MESC Committee or Football Committee.

Review and Updates:

This Member Protection & Participant Wellbeing Policy will be reviewed regularly to ensure its effectiveness and relevance. Amendments or updates may be made as necessary, with notice provided to all relevant parties.

Acknowledgement:

By participating at the club, all members, volunteers, staff, visitors, and participants agree to abide by this Member Protection & Participant Wellbeing Policy and acknowledge their responsibility to uphold its guidelines

MEMBER PROTECTION & PARTICIPANT WELLBEING POLICY		Approval Date:	01 / 05 / 2026
		Review Date:	01 / 05 / 2028
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