



Southern Districts Basketball Association

Member Protection Policy



1.0 Purpose and Scope

The Southern Districts Basketball Association (SDBAL) is committed to providing a safe, inclusive, and respectful environment for all members. This policy establishes the principles, standards and responsibilities for protecting members from discrimination, harassment, abuse, and other inappropriate conduct. This policy is developed in accordance with and subject to Basketball Australia's National Integrity Framework (NIF).

Scope: Applies to all Participants (as defined in Basketball Australia's Member Protection Policy) including players, parents, coaches, officials, volunteers, spectators, employees, committee members, and contractors.

Legislative Foundation: This policy complies with relevant legislation including the Child Protection Act 1999 (Qld), Working with Children (Risk Management and Screening) Act 2000 (Qld), and Anti-Discrimination Act 1991 (Qld), Information Privacy Act 2009 (Qld) and Queensland Child Safe Standards (2025).

2.0 Fundamental Commitments and Principles

SDBAL is unequivocally committed to the following principles:

2.1 Zero Tolerance Commitment

SDBAL maintains zero tolerance for:

- Any form of abuse, discrimination, harassment, or bullying
- Conduct that compromises the safety or wellbeing of any participant
- Behaviour that undermines the inclusive and respectful basketball environment

2.2 Child Safety Leadership

- Child safety is embedded in all organisational decision-making
- Proactive identification and mitigation of risks to children
- Continuous improvement in child protection practices

Child safety measures must align with Basketball Australia's Child Safeguarding Policy. Where Basketball Australia's child protection requirements exceed SDBAL's standards, the higher standard applies.

2.3 Cultural Safety Commitment

SDBAL recognises that cultural safety is fundamental to child safety for Aboriginal and Torres Strait Islander children. All participants must respect and support cultural protocols and engage appropriately with Aboriginal and Torres Strait Islander families and communities.



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2.4 Equity and Inclusion Principles

- Equal opportunity and treatment regardless of background or characteristics
- Specific attention to those who may be more vulnerable
- Cultural competency and responsiveness to diverse needs

2.5 Community Partnership

- Meaningful engagement with families and communities in safety decisions
- Respect for cultural, linguistic, gender, and disability diversity
- Transparent communication about safety initiatives and outcomes

3.0 Governance and Leadership Accountability

3.1 Leadership Structure

- **Board:** SDBAL Board has ultimate accountability for member protection
- **General Manager:** Overall operational accountability as Member Protection Officer
- **Child Protection Officer:** Specialised expertise for child-related matters
- **Operations Manager:** Day-to-day implementation and risk management

3.2 Leadership Responsibilities

Leaders at all levels are accountable for:

- Modelling expected behaviours and professional standards
- Creating and maintaining a culture of safety and respect
- Ensuring adequate resources for member protection activities
- Taking immediate action when concerns arise

3.3 Decision-Making Authority

Clear authority levels are established for member protection decisions:

- **Immediate Safety Concerns:** Any leader can take provisional protective action
- **Investigation Decisions:** Member Protection Officer with appropriate expertise
- **Serious Sanctions:** Board decision with external expert input where required
- **Policy Matters:** Board approval following stakeholder consultation

4.0 Standards of Conduct Framework

4.1 Expected Behaviours

All participants are expected to:

- Treat others with dignity, respect, and fairness
- Support an inclusive environment that celebrates diversity
- Act in accordance with SDBAL's values and codes of conduct
- Report concerns about appropriate behaviour promptly

4.2 Professional Boundaries

Those in positions of authority must:

- Maintain appropriate professional boundaries in all interactions



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- Avoid situations that could be perceived as inappropriate or exploitative
- Model respectful behaviour and challenge inappropriate conduct
- Seek guidance when uncertain about appropriate boundaries

4.3 Prohibited Conduct

A participant commits a breach of this policy when they engage in any of the following conduct as defined in Basketball Australia's Member Protection Policy:

- **Abuse:** Any type of physical, emotional, psychological, sexual abuse, or inappropriate use of power
- **Bullying:** Repeated intentional use of words/actions or inappropriate use of power to cause distress
- **Harassment:** Unwanted offensive, abusive, belittling or threatening behaviour
- **Sexual Misconduct:** Including sexual harassment and sexual offences
- **Unlawful Discrimination:** Direct or indirect discrimination based on protected characteristics
- **Victimisation:** Unfair treatment due to making complaints or disclosures
- **Vilification:** Public acts inciting hatred based on protected characteristics
- **Criminal Conduct:** Any behaviour constituting a criminal offense against another participant

5.0 Risk Management Principles

5.1 Risk Assessment Framework

SDBAL conducts systematic risk assessment of:

- Physical environments and facilities, activities and events
- Online platforms and digital communications
- Organisational culture and supervision arrangements

5.2 Risk Mitigation Strategies

Risk mitigation is achieved through environmental design, supervision standards, activity management and cultural interventions.

5.3 Ongoing Risk Monitoring

Regular monitoring ensures:

- Risk assessments remain current and relevant
- Emerging risks are identified and addressed promptly
- Learning from incidents informs risk management improvements

6.0 Screening and Suitability Framework

6.1 Screening Principles

All personnel working with children must undergo appropriate screening including:

- Working with Children Checks (Blue Cards) as legally required
- Reference checks and background verification



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- Interview processes that assess suitability for roles
- Ongoing suitability monitoring throughout engagement

6.2 Screening Standards

Screening requirements are proportionate to:

- Level of contact with children and vulnerable persons
- Degree of authority or trust involved in the role
- Regulatory and legal requirements

6.3 Compliance and Monitoring

Screening compliance is ensured through:

- Systematic tracking of screening currency and renewals
- Regular compliance audits and verification processes
- Immediate action when screening lapses or concerns arise
- Integration with recruitment and selection processes

7.0 Complaint and Response Framework

7.1 Integrated Complaint System

Member protection concerns are managed through:

- **Child Safeguarding Policy:** Child-specific safety concerns
- **Grievance Policy:** Local disputes and administrative matters
- **Basketball Australia Complaints Policy:** Serious breaches under the National Integrity Framework

7.2 Response Principles

All responses to member protection concerns are guided by the priorities of **immediate Safety, procedural fairness, support for all parties** and a **learning focus**.

7.3 Response Pathways

Response pathways include:

- **Emergency Response:** Immediate action for serious safety threats
- **Protective Measures:** Provisional action to prevent further harm
- **Investigation:** Formal investigation where appropriate
- **Resolution:** Range of resolution options from informal to formal processes

7.4 Integration with Basketball Australia Complaints Process

All serious breaches of member protection must be reported to Basketball Australia in accordance with their Complaints Policy. SDBAL will:

- Report matters that may warrant suspension or serious sanctions
- Coordinate with Basketball Australia's integrity unit when required
- Ensure local complaint handling doesn't prejudice Basketball Australia processes
- Follow Basketball Australia's guidance on appropriate resolution methods



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7.5 Mandatory Reporting to Basketball Australia

SDBAL must report to Basketball Australia:

- All allegations of serious prohibited conduct
- Matters involving potential criminal behaviour
- Complaints that may result in suspension or exclusion
- Any matters Basketball Australia specifically requests to be reported.

8.0 Education and Capacity Building

8.1 Training Framework

Comprehensive training is provided to build organisational capacity:

- **Awareness Training:** Basic member protection principles for all participants
- **Specialised Training:** Advanced skills for those in key roles
- **Leadership Training:** Governance and accountability for leaders
- **Refresher Training:** Regular updates to maintain currency

8.2 Education Principles

Training and education are:

- Appropriate to the role and level of responsibility, regular and ongoing
- Interactive, engaging and continuously improved

8.3 Community Education

SDBAL promotes member protection through:

- Information sharing with families and communities
- Raising awareness of member protection standards and expectations
- Providing resources to support safe participation
- Modelling best practice in member protection

9.0 Support Systems and Resources

9.1 Support Principles

Support is provided to all participants through:

- **Accessible Services:** Multiple pathways to access support and assistance
- **Appropriate Responses:** Support tailored to individual needs and circumstances
- **Professional Standards:** Qualified and trained personnel providing support
- **Confidentiality:** Appropriate protection of privacy and sensitive information

9.2 Internal Support

SDBAL provides internal support through:

- Trained personnel to provide initial support and referral
- Pastoral care and welfare monitoring during complaint processes
- Reasonable adjustments to enable continued safe participation



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9.3 External Support

Referral to external support services including:

- Counselling and mental health services
- Legal advice and advocacy services
- Community and cultural support services

10.0 Accountability and Transparency

10.1 Performance Monitoring

SDBAL monitors member protection performance through:

- Stakeholder feedback and satisfaction assessment
- Benchmarking against similar organisations
- Review and evaluation

10.2 Reporting and Communication

Regular reporting includes:

- Internal reporting to leadership and governance bodies
- Annual reporting on member protection activities and outcomes
- Stakeholder communication about policies, procedures, and performance
- Incident reporting to Basketball Australia and other relevant bodies as required

10.3 Continuous Improvement

SDBAL commits to continuous improvement through:

- Regular policy and procedure review
- Learning from incidents and complaint outcomes
- Implementation of best practice recommendations

11.0 Integration with Organisational Systems

11.1 Strategic Integration

Member protection is integrated with:

- Organisational strategic planning and risk management
- Quality assurance and performance management systems
- Human resource management and development
- Communications and stakeholder engagement

11.2 Operational Integration

Day-to-day operations incorporate member protection through:

- Standard operating procedures and protocols
- Staff and volunteer induction and training
- Event planning and activity management
- Regular supervision and performance discussions



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12.0 Information Sharing and Privacy

12.1 Commitment to Privacy

SDBAL respects the privacy of all members and is committed to protecting personal information in accordance with the Information Privacy Act 2009 (Qld) and relevant child protection legislation

12.2 Collection of Information

- SDBAL will collect only the personal information necessary to deliver safe and inclusive basketball activities
- Information will be collected directly from individuals (or their parent/guardian if under 18) wherever possible
- Sensitive information (e.g., health, cultural background, disability) will only be collected with consent and used for the purpose for which it was provided

12.3 Use and Disclosure of Information

- Personal information will only be used for the purpose for which it was collected, or as otherwise required by law
- Information may be shared with:
 - Basketball Australia and its integrity unit, where required under the National Integrity Framework
 - External authorities such as Queensland Police, Child Safety Services, or oversight bodies where there is a legal or safety obligation
 - Medical Practitioners in the event of injury or medical emergency

12.4 Child Safety Information Sharing

- Where concerns relate to the safety or wellbeing of a child, SDBAL will prioritise child safety over privacy where there is a conflict
- Mandatory reporting obligations will override privacy requirements

12.5 Confidentiality in Complaints Handling

- Information relating to complaints will be kept confidential and disclosed only to those directly involved in managing the complaint, or where required by law
- De-identified information may be used for organisational learning and reporting

12.6 Storage and Security of Information

- All records will be stored securely, with access restricted to authorised personnel
- Electronic records will be password protected



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Policy Approval:

- Board Approval Required
- Implementation Date:
- Review Date: Annual
- Related Documents: Child Safeguarding Policy, Grievance Policy, Codes of Conduct, Training Framework, Contact Directory