



# NORTHERN TERRITORY CLAY TARGET ASSOCIATION INC

## MEMBER PROTECTION POLICY

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### BACKGROUND

- The Northern Territory Clay Target Association (**NTCTA**) is responsible for providing a secure environment for all who frequent affiliated clubs.
- Members and visitors may object to any conduct or behavior which is inappropriate or of a sexual nature and any such objection will be addressed expeditiously by either the Club Committee, the Club Member Protection Officer, or when necessary the NTCTA Executive Council.
- The safety and wellbeing of those associated with the sport of clay target shooting in the Northern Territory is recognized as being essential to the future of the NTCTA.

### POLICY STATEMENT

- Any Club Committee Member or an appointed Club Protection Officer shall be responsible for dealing with complaints of harassment for and on behalf of the NTCTA and shall take appropriate action to prevent any harassment occurring. This may include
  - (a) Reminding all club members that harassment within the club will not be tolerated;
  - (b) Monitoring the club to ensure high standards of behaviour are maintained; and/or
  - (c) Taking immediate action in a sensitive manner to address all complaints.

- Anyone accused of harassment has the right to:
  - (a) Be informed of the full details of the complaint;
  - (b) Respond to allegations;
  - (c) Be treated fairly without bias or prejudice;
  - (d) Have the matter handled confidentially and expeditiously; and
  - (e) Have the matter heard by an impartial person.

## MEMBER PROTECTION

- Member Protection is protecting members and visitors from both physical, emotional and sexual harassment. Any of the following behaviours will not be tolerated by the NTCTA.
  - (a) Racial discrimination;
  - (b) Bullying and or humiliation; and
  - (c) Abuse of officials.
- The NTCTA/club may appoint a Member Protection Information Officer (**MPIO**). For further details regarding the criteria and role of the MPIO, refer to the NTCTA Member Protection Information Officer Policy.

## SEXUAL HARASSMENT

- Sexual Harassment may constitute some or all of the following behaviours:
  - (a) Unwelcome comments about a person's sex life;
  - (b) Unnecessary familiarity such as deliberately brushing against a person;
  - (c) Sexual proposition or continual requests or invitations;
  - (d) Physical contact such as touching, fondling or grabbing;
  - (e) Suggestive comments about a person's appearance or body;
  - (f) Persistent unwelcome social invitations or telephone calls;
  - (g) Offensive hand gestures;
  - (h) Physical or verbal intimidation;
  - (i) Using derogatory sexual references.

Note: This policy should be read in conjunction with:

1. Member Protection Information Officer Policy;
2. Harassment Policy; and
3. Complaints Procedure Policy.