

# Suncoast Seniors Recreational Kayak Club (SSRKC)

## MEMBER PROTECTION POLICY

### Purpose of this Policy:

To ensure everyone involved with the **SSRKC** are treated with respect and dignity and are safe and protected from any form of abuse:

All participants involved with **SSRKC** activities must meet the following requirements in regards to their conduct during any activity held or sanctioned by the club:

1. Refrain from any form of harassment or abuse of others.
2. Respect the rights, dignity and worth of others.
3. Be fair, considerate and honest in all dealing with others.
4. Refrain from any behaviour that may bring the club into disrepute.
5. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

### SSRKC Complaints Procedure

**SSRKC** commits to a confidential, trustworthy procedure for complaints at all levels of the process.

The complaint will be treated seriously.

If you believe you are being bullied, harassed, discriminated against or you wish to make a complaint because this policy has been breached, your complaints or concerns should be referred first to a member of the Committee.

The following procedure will be adopted:

1. The Committee will determine the appropriate process for dealing with the complaint:
2. An informal process involving informal discussions with the relevant people; and/or
3. A formal process through further Committee investigation, mediation, and escalation to an external agency.

### Consequences of breach of this policy include:

- Imposition of a warning.
- Verbal and/or written apology.
- Counselling to address behaviour.
- Attendance at mediation.
- Suspension from the Club.
- Cancellation of membership
- Other penalty as the relevant Committee considers reasonable and appropriate.