

MISCONDUCT POLICY

PURPOSE

Sydney Olympic Park Archers may discipline a member who engages in unacceptable behaviour. The purpose of this policy is ensure that members are aware of unacceptable behaviour that could amount to misconduct and SOPA's policy for dealing with misconduct.

POLICY

SOPA expects all members to observe acceptable standards of behaviour. Members must not engage in behaviour that amounts to misconduct (including serious misconduct) at the Range, SOPA events, other club events including retreats and social events.

MISCONDUCT

Where a member engages in misconduct or alleged misconduct, the processes in this policy will be followed. Behaviour amounting to misconduct includes, but is not limited to, the following:

- failing to obey lawful and reasonable instructions of a committee member;
- failing to follow defined policies, procedures and rules;
- unacceptable disruptive behaviour;

When proven, misconduct may provide a valid reason for expulsion from the club.

SERIOUS MISCONDUCT

Whether misconduct amounts to serious misconduct depends on the particular circumstances of a given case. The Executive Committee members should consider the circumstances fully as they apply to the particular members when determining whether or not the members has engaged in conduct that could be considered serious misconduct.

Behaviour amounting to serious misconduct includes, but is not limited to:

- Inappropriate and concerning behaviour towards children and young people,
 - These include offering to drive them home without their parents' knowledge,
 - making inappropriate physical contact with them, and entering into inappropriate private conversations over social media with them
- Sexual harassment towards other club members and
- Acting in a way that was perceived as threatening or intrusive
- theft, assault, use of derogatory, violent, or abusive language, fighting; intoxication, obscenity.
- failure to observe safety rules or criminal conduct

RESPONSIBILITIES

All Executive Committee is responsible for ensuring that:

- the processes in this policy are followed in relation to all instances and allegations of misconduct;
- members s that are the subject of any investigation are afforded procedural fairness; and
- confidentiality is maintained to the greatest extent possible.

Members s are responsible for ensuring that they:

- comply with this policy and related procedures; and
- report any instances or allegations of misconducts to the Executive Committee

PROCESSES

As per Clause 11 of the SOPA Constitution

If you wish to report Misconduct, please email the President immediately at president@sopa-archery.org.au

Please note: if you have any safety or personal risk issues at the range, please call the Rangers immediately on 02 9714 7700 (number is also listed on the display board on the clubhouse door and next the first aid room).