



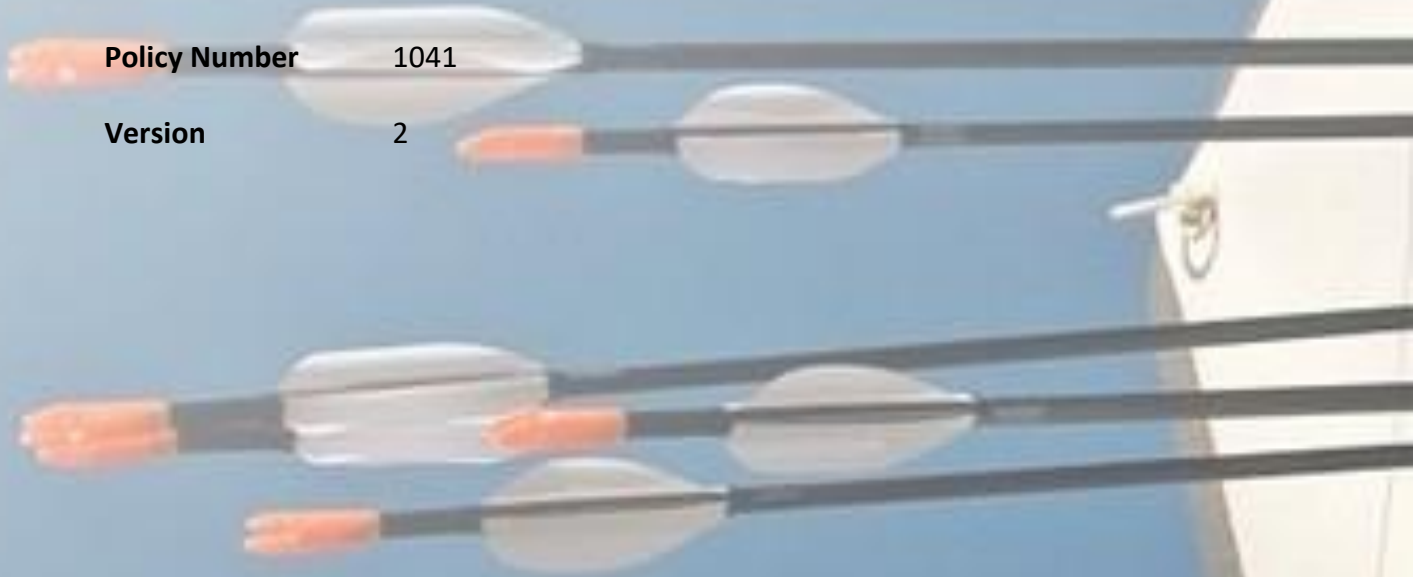
Policy Name: Zero Tolerance Policy

Responsibility Archery Australia Inc Board

Effective September 2012

Policy Number 1041

Version 2



To further enhance the environment for all participants, particularly in creating a safe, enjoyable environment for children and young persons, Archery Australia has introduced a Zero Tolerance Policy for Competitors, Parents/Guardians and Spectators.

This policy supplements the Archery Australia Member Protection Policy, Code of Conduct policies, Match Fixing and Gambling Policy, Constitution and Shooting Rules and World Archery Shooting Rules and Polices.

This Policy applies to all members, registered affiliates, competitors, staff, volunteers, parents/guardians, coaches, judges, team officials, family members and spectators.

All members, registered affiliates, competitors, staff, volunteers, parents/guardians, coaches, judges, team officials, family member and spectators must accept responsibility for their behaviour.

There will be a zero tolerance policy towards any inappropriate behaviour or actions by members, registered affiliates, competitors, staff, volunteers, parents/guardians, coaches, judges, team officials, family member and spectators.

Inappropriate behavior or actions may include but is not limited to:

- **Harassment and Intimidation**
- **Discrimination**
- **Berating**
- **Abuse**
- **Bullying**
- **Profanity**
- **Sledging**
- **Anti Social Behaviour**
- **Persistently or willfully questioning or challenging the rulings of the officials**
- **Match Fixing and Gambling**

In the first instant a warning or direction to cease will be issued. Continued inappropriate behaviour or failure to comply with the warning or directions will result in this policy's being enforced.

Such continued inappropriate behaviour will result in the competitor's being disqualified from the event or spectator's being asked to leave the venue and may result in further action in line with the Archery Australia Member Protection Policy. In extreme cases the Police or appropriate authorities may be called. Match Fixing and influencing the outcome of an event or match is now a criminal offence in Australia and will be reported to Police.

During an event any appeals against disqualification under this policy should immediately be directed to Jury of Appeal prior to the presentation of awards.

This policy is necessary to ensure ever competitor enjoys the archery experience allowing them to perform to the best of their ability without being subjected to inappropriate behaviour.

Members, registered affiliates, competitors, staff, volunteers, parents/guardians, coaches, judges, team officials, family members or spectators parents/guardians and spectators who feel that they cannot refrain from inappropriate behaviour should not attend any event.

Please note that any action taken under this new policy and procedure is entirely separate to any action that may be necessitated by law under the relevant State Legislation or in line with the Archery Australia Member Protection Policy or Code of Conduct.

GLOSSARY

Harassment and Intimidation as viewed in the eyes of the complainant covers a wide range of behaviors of an offensive nature. It is commonly understood as behaviour intended to disturb or upset, and it is characteristically repetitive. In the legal sense, it is intentional behaviour, which is found threatening or disturbing.

Discrimination means treating or proposing to treat someone less favorably because of a particular characteristic in the same or similar circumstances in certain areas of public life (Direct Discrimination), or imposing or intending to impose an unreasonable requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect on individuals or groups with particular characteristics (Indirect Discrimination).

Berating means censure severely or angrily usually publicly.

Abuse is the improper usage or treatment for a bad purpose, often to unfairly or improperly gain benefit. Abuse can come in many forms, such as: physical or verbal maltreatment or causing injury.

Bullying is a form of aggressive behavior manifested by the use of force or coercion to affect others, particularly when the behavior is habitual and involves an imbalance of power. It can include verbal harassment, physical assault or coercion and may be directed repeatedly towards particular victims, perhaps on grounds of age, race, religion, gender, sexuality, or ability. In recent times social networking sites such as Facebook and Twitter and Text Messages have begun to be used as a method to bully, harass or intimidate people. The "imbalance of power" may be social power (age, ability), comments and/or physical power.

Profanity also known as **swearing, cursing or foul speech**, is a show of disrespect, a desecration or debasement of someone or something, or just the act of expressing intense emotions. Profanity can take the form of words, expressions, gestures, or other social behaviors that are socially constructed or interpreted as insulting, rude, vulgar, obscene, obnoxious, foul, desecrating or other forms

Sledging is a term used to describe the practice whereby some competitors seek to gain an advantage by insulting or verbally intimidating another competitor. The purpose is to try to weaken the competitor's concentration, thereby causing him to make mistakes or underperform.

Anti Social Behaviour is a behaviour that lacks consideration for others and may cause damage to property or affront to individuals, whether intentionally or through negligence. Such behaviours may include but not limited to; temper tantrums, uncontrolled or abusive outbursts and inconsiderate actions.

Match Fixing and Gambling relates to actions taken by individual or individuals to influence the outcome of an event or match. These actions may be undertaken for financial gain through betting or gambling or to influence the performance or an individual or results of an event or match for personal benefit or the benefit of others.

These actions can relate to –

- Deliberate fixing a contest, or of an occurrence within the contest, or of a points spread;
- Deliberately attempting to effect the performance of a competitor;
- Deliberate underperformance;
- Withdrawal (tanking);
- Deliberate misapplication of the rules of the contest;
- Deliberate interference with event equipment or venue; and
- Abuse of insider information to support the outcome of an event or match or a bet placed by a gambler who has recruited a person or persons to manipulate an outcome or contingency.