



**Australian Government**  
**Australian Sports Commission**



***Eightball Tasmania Incorporated***  
***MEMBER PROTECTION POLICY***

**VERSION [1.0]**

**[10/01/2015]**

**Adopted 7//02/2015**

Eightball Tasmania Incorporated By-Laws - Appendix 'A'

**IMPORTANT NOTE:**

**For this and other policies to be binding, they must:**

- **be formally incorporated into your Memorandum and Articles of Association or into your By-Laws as prescribed in your Constitution.**
- **be referred to in membership forms (e.g. the member agrees to be bound by the Constitution, By-Laws, Regulations and Internal / External Policies of Eightball Tasmania, including its (Member Protection Policy).**

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## PREFACE

Eightball Tasmania Incorporated is committed to providing an environment that is safe in all aspects for all participants in our sport of Eightball / Pool.

This commitment extends to actively make sure that all affiliated State Associations adopt the same protective policies for the overall benefit of our sport.

The policies included in this document have been included to provide a code of conduct that forms the basis of appropriate and ethical conduct that everyone involved in our sport must abide by and should be read in conjunction with our constitution, by-laws, social media and doping policies and any other policies that Eightball Tasmania may put into place in the future

All our policies can be found at <http://www.eightballtasmania.com.au/policies/>

This policy and all policies internal / external adopted by Eightball Tasmania including our by-laws and constitution is therefore an essential and integral part of Eightball Tasmania proactive and preventative approach to making sure that any inappropriate behaviour does not occur within our sport.

As President of Eightball Tasmania, it is my firm commitment that this Members Protection Policy and all policies adopted are fully instigated and adhered to by everyone involved in our sport.

Phil Dando  
President, Eightball Tasmania Incorporated  
February 7<sup>th</sup>, 2015

## ***Eightball Tasmania Incorporated Member Protection Policy***

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### **1. Introduction**

Eightball Tasmanian Incorporated

### **3. AIMS AND OBJECTIVES**

1. To promote and foster the sport of Eightball & Pool in the State of Tasmania.
2. To encourage and offer affiliation (see 10 - Affiliated Associations) to all Tasmanian Eight Ball Associations.
3. To offer / provide assistance and direction for all financially affiliated Associations regarding playing rules, playing procedures and playing equipment required in the sport of Eight Ball & Pool.
4. To control and organise all official Tasmanian Eightball & Pool events in conjunction with any sub-committees that may be put in place
5. To implement policies for the protection of our members, especially children, and the implantation of those policies and other policies throughout Eightball Tasmania and its member associations.

### **2. Purpose of Our Policy**

The main objective of our Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by participants in Eightball Tasmania. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in Eightball Tasmania of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our activities.

This policy has been endorsed by Eightball Tasmania and has been incorporated into our By-Laws. The policy starts February 7<sup>th</sup>, 2015 and will operate until replaced.

Copies of the member protection policy and its attachments and reference to other policies can be obtained from the Eightball Tasmania website at <http://www.eightballtasmania.com.au> and under Association / Policies or from the Eightball Tasmania Secretary.

### **3. Who Our Policy Applies To**

Our policy applies to everyone involved in Eightball Tasmania including committee members, administrators, coaches, officials (umpires/judges), players, parents and spectators.

### **4. Extent of Our Policy**

Our policy covers unfair decisions (e.g. team selection) and actions, breaches of our code of behaviour and behaviour that occurs at practice, at social events organised or sanctioned by Eightball Tasmania (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings Eightball Tasmania or sport into disrepute or there is suspicion of harm towards a child or young person.

### **5. Eightball Tasmania Responsibilities**

We will:

- implement and comply with our policy;
- promote our policy to everyone involved in Eightball Tasmania;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to our national body (Australian Eight-Ball Federation Inc)

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our national body request to be referred to them.

## **6. Individual Responsibilities**

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

## **7. Position Statements**

### **7.1 Child Protection**

Eightball Tasmania is committed to the safety and wellbeing of all children and young people accessing our service. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all participants.

Eightball Tasmania acknowledges that our members and officials/volunteers provide a valuable contribution to the positive experiences of children involved in our sport. Eightball Tasmania aims to continue this and to take measures to protect the safety and welfare of children participating in our sport by:

#### **7.1.1: Identify and Analyse Risk of Harm**

Eightball Tasmania will develop and implement a risk management strategy, which includes a review of existing child protection practices, to determine how child-safe and child-friendly the organisation is and to determine what additional strategies are required to minimise and prevent risk of harm to children because of the action of an official/volunteer or another person.

#### **7.1.2: Develop Codes of Conduct for Adults and Children**

Eightball Tasmania will ensure that the organisation has codes of conduct that specify standards of conduct and care when dealing and interacting with children, particularly those in the organisation's care. The organisation will also implement a code of conduct to address appropriate behaviour between children.

The code(s) of conduct will set out professional boundaries, ethical behaviour and unacceptable behaviour. (See Part B)

#### **7.1.3: Choose Suitable Employees and Volunteers**

Eightball Tasmania will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children (in prescribed positions).

This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

Eightball Tasmania will ensure that working with children checks/criminal history assessments are conducted for officials and volunteers working with children, where an assessment is required by law.

If a criminal history report is obtained as part of their screening process, Eightball Tasmania will ensure that the criminal history information is dealt with in accordance with relevant state requirements.

#### **7.1.4: Support, Train, Supervise and Enhance Performance**

Eightball Tasmania will ensure that volunteers and employees who work with children or their records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment.

#### **7.1.5: Empower and Promote the Participation of Children In Decision-Making And Service Development**

Eightball Tasmania will promote the involvement and participation of children and young people in developing and maintaining child-safe environments.

#### **7.1.6: Report and Respond Appropriately To Suspected Abuse and Neglect**

Eightball Tasmania will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

Eightball Tasmania will make all volunteers and employees aware of their responsibilities under respective state laws if they have suspicion on reasonable grounds that a child has been or is being abused or neglected.

In addition to any legal obligation, if any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code'(s) of practice set out they may make an internal complaint. Please refer to our complaints procedure outlined in this policy. This will explain what to do about the behaviour and how Eightball Tasmania will deal with the problem.

### **7.2 Supervision**

Members under the age of 18 must be supervised at all times by a responsible adult. Eightball Tasmania will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 18 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected.

### **7.3 Transportation**

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and games). Where our Eightball Tasmania makes arrangements for the transportation of children (e.g. for away or overnight trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and appropriate safety measures are available (e.g. fitted working seatbelts)

#### **7.4 Taking Images of Children**

Images of children can be used inappropriately or illegally. Eightball Tasmania requires that members, wherever possible, obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. We also require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If Eightball Tasmania uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname. We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc.

#### **8. Anti-harassment, Discrimination and Bullying**

Our club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Eightball Tasmania takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see 14. Responding to Complaints).

#### **9. Responsible service and consumption of alcohol**

Eightball Tasmania is committed to conducting sporting and social events in a manner that promotes the responsible service and consumption of alcohol. We also recommend that state member associations and clubs follow strict guidelines regarding the service and consumption of alcohol.

In general, our policy is that:

- alcohol should not be available or consumed at sporting events involving children and young people under the age of 18
- alcohol-free social events will be provided for young people and families
- food and low-alcohol and non-alcoholic drinks will be available at events we hold or endorse where alcohol is served
- a committee member will be present at events we hold or endorse where alcohol is served to ensure appropriate practices are followed
- safe transport options will be promoted as part of any event we hold or endorse where alcohol is served.

#### **10. Smoke-free environment**

Eightball Tasmania recommends that the following policies be applied to all sporting and social events that we hold or endorse.

- No smoking shall occur at or near sporting events involving children and young people under the age of 18. This policy shall apply to coaches, players, trainers, officials and volunteers.
- Social events shall be smoke-free, with smoking permitted at designated outdoor smoking areas.
- Coaches, officials, trainers, volunteers and players will refrain from smoking and remain smoke-free while they are involved in an official capacity in our sport, both on and off the field.

**11. Cyber-bullying**

Eightball Tasmania regards bullying and harassment in all forms as unacceptable in our sport. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements, and as such have developed a separate Social Media Policy as referred to in the Eightball Tasmania by-laws – Appendix B

New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments.

Eightball Tasmania will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. In some cases, bullying is a criminal offence punishable.

Frustration at an umpire, teammate, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint – to the relevant controlling body, or peak sporting body.

**12. Social networking websites**

Eightball Tasmania acknowledges the enormous value of social networking websites, such as Facebook and Twitter, to promote our sport and celebrate the achievements and success of the people involved in our sport and as such have developed a separate Social Media Policy as referred to in the Eightball Tasmania by-laws – Appendix B

We expect all people to conduct themselves appropriately when using social networking sites to share information related to our sport.

Social media postings, blogs, status updates and tweets:

- must not use offensive, provocative or hateful language
- must not be misleading, false or injure the reputation of another person
- should respect and maintain the privacy of others
- should promote the sport in a positive way.

**13. Inclusive practices**

Eightball Tasmania is welcoming and we will seek to include members from all areas of our community.

**13.1 People with a disability**

Where possible we will include people with a disability in our teams. We will make reasonable adaptations (e.g. modifications to equipment and rules where this allowed as per the playing rules) to enable participation.

**13.2 People from diverse cultures**

We will support and respect people from diverse cultures and religions to participate in Eightball Tasmania events and where possible will accommodate requests for flexibility (e.g. modifications to uniforms where our rules allow).

**13.3 Sexual & Gender Identity**

All people, regardless of their sexuality, are welcome to Eightball Tasmania events and their member associations. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

**13.4 Pregnancy**

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in our sport. We recommend pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation.



### **13.5 Girls / Women playing in Boys / Men's teams**

If there is not a separate sex competition, Eightball Tasmania will support girls / women playing in boys / men's teams.

## **14, Responding to Complaints**

### **14.1 Complaints**

Eightball Tasmania takes all complaints about on and off-field behaviour seriously. Eightball Tasmania will handle complaints based on the principles of procedural fairness (natural justice), that is:

- all complaints will be taken seriously;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair; and
- any penalties imposed will be fair and reasonable.

More serious complaints may be escalated to our National body – Australian Eight-Ball Federation Inc

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then Eightball Tasmania will need to report the behaviour to the police and/or relevant government authority.

### **14.2 Complaint Handling Process**

When a complaint is received by Eightball Tasmania, the person receiving the complaint (e.g. President, Secretary, or Member Protection Information Officer (if applicable)) will:

- listen carefully and ask questions to understand the nature and extent of the problem;
- ask what the complainant would like to happen;
- explain the different options available to help resolve the problem;
- take notes; and
- maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, Eightball Tasmania will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. State Department of Sport or anti-discrimination agency);
- referring the complaint to our member associations or the national body; and/or
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to our member association or national body and an investigation is conducted, Eightball Tasmania will:

- co-operate fully;
- ensure the complainant and respondent are not victimised;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on our member associations or national body's recommendations.

At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

### **14.3 Disciplinary Measures**

Eightball Tasmania will take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- Be applied consistent with any contractual and employment rules and requirements;
- Be fair and reasonable;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- verbal and/or written apology;
- counselling to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

### **14.4 Appeals**

The complainant or respondent can lodge one appeal against decisions of or disciplinary measures imposed by our club to our member associations or national body. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

## **Attachment 1.1: SCREENING REQUIREMENTS**

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This attachment sets out the screening process for people in Eightball Tasmania who work, coach, supervise or have regular unsupervised contact with people under the age of 18 years.

Eightball Tasmania will:

1. Identify positions that involve working, coaching, supervising or regular unsupervised contact with people under the age of 18 years.
2. Obtain a completed *Member Protection Declaration (MPD)* (Attachment 1.2) from all people who are identified in the above step and keep it in a secure place.
3. Provide an opportunity for a person to give an explanation if a MPD isn't provided or it reveals that the person doesn't satisfactorily meet any of the clauses in the MPD. We will then make an assessment as to whether the person may be unsuitable to work with people under the age of 18 years. If unsatisfied we will not appoint them to the role/position.
4. Where possible, check a person's referees (verbal or written) about his/her suitability for the role.
5. Ask the people identified in step 1 to sign a consent form for a national police check.
6. Possibly request (or ask the person to request) a national 'Part Exclusion' police check from our relevant police jurisdiction. This check excludes irrelevant records. If the police check indicates a relevant offence, we will provide an opportunity for the person to give an explanation, and then we will make an assessment as to whether the person may pose a risk to or be unsuitable to work with people under the age of 18 years. If unsatisfied we will not appoint them to the role/position.
7. Make an assessment as to whether the person may be unsuitable to work with people under the age of 18 years if the person does not agree to a national police check after explaining why it is a requirement under our policy. If unsatisfied, we will not appoint them.
8. Decide whether to offer the person the position taking into account the result of the police check and any other information the club has available to it. Where it is not practical to complete the police check prior to the person commencing in the position, we will complete the check as soon as possible, and if necessary, act immediately on the outcome.
9. Protect the privacy of any person who is checked and maintain confidentiality of any information obtained through the checking process.
9. Return information collected during screening (such as a completed MPD form, police records and referee reports) to the relevant person if that person is not appointed to the position, or otherwise be destroyed within 28 days of the date of the decision or the expiry of any appeal period, unless within that time the person requests that the documents be returned to them. For appointed persons, information will be kept on file in a secure location.

Working with Children Check requirements vary across Australia. [Fact Sheets](#) for each state and territory are available on the Play by the Rules website: [www.playbytherules.net](http://www.playbytherules.net)

**Attachment 1.2: MEMBER PROTECTION DECLARATION**

Eightball Tasmania has a duty of care to all those associated with Eightball Tasmania. As a requirement of our Member Protection Policy, we must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

I ..... (name) of .....  
..... (address) born ...../...../.....

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence or narcotic offences.
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence or narcotic offences.
4. To my knowledge there is no other matter that Eightball Tasmania may consider to constitute a risk to its members, administrators/volunteers, athletes or reputation by engaging me.
5. I will notify the President of Eightball Tasmania immediately upon becoming aware that any of the matters set out in clauses 1 to 4 above has changed.

Declared in the *State/Territory of* .....  
on ...../...../.....(date) Signature .....

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**Parent/Guardian Consent (in respect of a person under the age of 18 years)**

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:.....

Signature:.....

Date: .....

**Travelling to other states or territories**

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It is important to remember that when travelling to other states or territories, representatives of sporting organisations must comply with the legislative requirements of that particular state or territory.

In October 2011 at the Standing Council on Community, Housing and Disability Services, Commonwealth, state and territory ministers agreed to introduce, by late 2012, national exemptions to Working with Children Checks for paid employees and volunteers who are required to cross state or territory borders for work related purposes.

These exemptions will be for up to 30 days in any 12 month period and will enable workers to participate in national and inter-jurisdictional activities on a short-term basis. This means that volunteers and workers with a valid check in their home state or territory will be able to participate in short-term activities across state and territory borders without the need for additional checks.

The Australian Sports Commission will provide more information as soon as it becomes available.

## **Attachment 2: CODES OF BEHAVIOUR**

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This code of behavior should be read in conjunction with Eightball Tasmania by-laws and constitution which also outline playing formats, dress standards, social media policy, drug policy, and other reference relevant to the running of events for Eightball Tasmania, member associations and players / officials.

### A General Code of Behaviour

#### A.1 Coach's Code of Behaviour

#### A.2 Official's / Administrator's Code of Behaviour

#### A.3 Parent/Guardian's Code of Behaviour

#### A.4 Player's Code of Behaviour

### **A General Code of Behaviour**

As a member of Eightball Tasmania a member association or an affiliated club or a person required to comply with Eightball Tasmania, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Eightball Tasmania, a member association or an affiliated club and in any role you hold within Eightball Tasmania, a member association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Be aware of, and uphold the Eightball Tasmania standards, rules, regulations and policies. Operate within the rules of the sport, including national and international guidelines.
5. Do not promote your own beliefs, behaviours or practices where these are inconsistent with those of Eightball Tasmania, a member association or an affiliated club.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons Under 18 years of age, as your words and actions are an example. Wherever possible, avoid unaccompanied and Unobserved activities with persons Under 18 years of age
7. Refrain from any form of harassment of others. Treat all players fairly, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions
8. Refrain from any behaviour that may bring Eightball Tasmania, a member association or an affiliated club into disrepute.
9. Provide a safe environment for the conduct of the activity and always show concern and caution towards others who may be sick or injured
10. Understand the repercussions if you breach, or are aware of any breaches of this code of behavior.
11. Never engage, directly or indirectly, in any bet, wager, gamble or any other form of financial speculation where you stand to win or gain from the win, draw or loss of any match in which you are a competitor.
12. Never throw or fix a match;
13. Never engage in any conduct or behaviour intended to bring about a result other than that which would be achieved in a fair contest between the competitors. An example would be accepting or agreeing to accept any money, gift, consideration or benefit (whether in cash or kind) to influence, change or control the outcome of a match.

## **Attachment 2: CODES OF BEHAVIOUR**

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### **A.1 Coach's Code of Behaviour**

In addition to Eightball Tasmania General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Eightball Tasmania, a member association or an affiliated club and in your role as a coach appointed by Eightball Tasmania a member association or an affiliated club:

1. Do not tolerate or initiate acts of aggression.
2. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
3. Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
4. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
5. Involve the players in decisions that affect them.
6. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
7. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.
8. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development. Avoid situations with your players that could be construed as compromising
9. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
10. Actively discourage the use of performance enhancing drugs, and immediately report to Eightball Tasmania any evidence of this occurring. Actively discourage the use of alcohol, tobacco and illegal substances
11. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
12. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
13. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.
14. Be honest and ensure that qualifications are not misrepresented.

## **Attachment 2: CODES OF BEHAVIOUR**

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### **A.2 Officials / Administrators Code of Behaviour**

In addition to Eightball Tasmania General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Eightball Tasmania, a member association or an affiliated club and in your role as a coach appointed by Eightball Tasmania a member association or an affiliated club:

1. Place the safety and welfare of the players/participants above all else
2. Accept responsibility for all actions taken
3. Maintain strict impartiality. Excuse yourself from any situation involving a relative, close friend or where you hold a biased or prejudicial view. Resolve conflicts fairly and promptly through established procedures. In doing so, validate the facts, avoid relying on anecdotal data, and always document all discussions that lead to the conflict resolution for future reference.
4. Avoid any situation which may lead to a conflict of interest, such as placing a bet on a match, accepting a gift from a player or in any way tampering with a fair contest
5. Be courteous, respectful and open to discussion and interaction
6. Value the individual in sport.
7. Be aware of your legal responsibilities

### **A.3 Parent/Guardian's Code of Behaviour**

As a parent/guardian of a player/participant in any activity held by or under the auspices Eightball Tasmania a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Never ridicule or yell at your child and other children for making a mistake or losing a competition
4. Show appreciation for good performance and skilful plays by all players (including opposing players).
5. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons Under 18 years of age, as your words and actions are an example.
6. Respect officials' decisions and teach children to do likewise.
7. Never physically or verbally abuse or harass anyone associated with the sport (player, coach, umpire and so on).
8. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
9. Be a positive role model.
10. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.



## **Attachment 2: CODES OF BEHAVIOUR**

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### **A.4 Officials / Administrators Code of Behaviour**

Under the terms and conditions of this Code of Ethics it shall be the responsibility of all who compete in events conducted under the auspices of Eightball Tasmania and it's member associations and clubs to comply with this Code of Ethics and at all times act in the spirit of good sportsmanship and do nothing to bring discredit to the games of 8ball and pool

This requirement applies to all levels of play at State, Member Associations, Clubs, National and International where players are affiliated to Eightball Tasmania. Failure to comply with the requirements could be considered a breach of this Code of Ethics and may result in a fine, suspension, or a combination of both.

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Do not tolerate or initiate acts of aggression
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Conduct yourself in a professional manner relating to language, temper and punctuality.
6. Maintain high personal behaviour standards at all times.
7. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
8. Be respectful and courteous to the sponsors and hosts of the event
9. Never engage in match-fixing
10. Avoid any situation which may lead to a conflict of interest, such as placing a bet on a match, accepting a gift from a player or in any way tampering with a fair contest.

## **Attachment 3: REPORTING FORMS**

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<p>Nature of complaint (category/basis/grounds)</p> <p>Can tick more than one box</p>	<p><input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination</p> <p><input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods</p> <p><input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse</p> <p><input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse</p> <p><input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation</p> <p><input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision</p> <p><input type="checkbox"/> Other .....</p>
<p>What they want to happen to fix issue</p>	
<p>Information provided to them</p>	
<p>Resolution and/or action taken</p>	
<p>Follow-up action</p>	

#### **Attachment 4: SOCIAL MEDIA POLICY**

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Please refer to our Social Media Document as noted as Appendix 'B' in our By-Laws which should be read in conjunction with this document

Our Social Media Policy can be found at - <http://www.eightballtasmania.com.au/policies/>

#### **Attachment 5: CODE OF ETHICS**

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Please refer to our Code Of Ethics as noted as Appendix 'C' in our By-Laws which should be read in conjunction with this document

Our Code of Ethics Policy can be found at - <http://www.eightballtasmania.com.au/policies/>

#### **Attachment 6: ANTI DOPING POLICY**

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Eightball Tasmania have adopted in whole the Australian Eight-Ball Federation Inc, Anti-Doping Policy and as made clear reference to the policy here and in our By-Laws as that will be our official Anti-Doping Policy and as such all members, players, officials are bound by the rules and sanctions of that document provided by our National sporting organisation.

The document can be found via <http://www.eightballtasmania.com.au/policies/>

Which will then provide a link to the Nationals body Anti-Doping Policy -

<http://www.aebf.com.au/index.php/aebf/aebf-documents/37-aebf-anti-doping-policy>