

MANLY EAGLES BASEBALL CLUB

Member Protection Policy

Safe, respectful and inclusive participation • 2026 review

Our commitment

MEBC is committed to baseball environments in which every person is treated with dignity and respect, can participate safely, and is protected from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation and vilification.

Policy owner	MEBC Board
Responsible officers	President; Member Protection Information Officer; Child Safety Officer, as appointed
Applies to	Board Members, employees, contractors, players, coaches, selectors, officials, volunteers, members, parents/carers, spectators and other participants connected with MEBC activities
Approval date	13/08/26
Next review	Annually, and earlier following a serious incident or material integrity, child-safety or legal change
Related documents	Current Baseball Australia National Integrity Framework and policies; MEBC Codes of Conduct; Child Safeguarding, Complaints and Discipline, Social Media, Team Selection, Privacy, Travel and other applicable policies

Replaces: The former Manly Warringah District Baseball Association – State League Member Protection Policy and its embedded attachments.

1. Purpose

This policy establishes MEBC's local commitment to member protection, explains expected behaviour, identifies immediate safety and reporting actions, and connects members with the correct complaints and integrity processes.

It is an umbrella policy. Detailed prohibited conduct, safeguarding rules and complaint jurisdiction may be set by the current Baseball Australia National Integrity Framework and associated policies. MEBC's local policies provide operational detail but do not replace a governing-body policy that validly applies.

2. Policy hierarchy and adoption

- Applicable law and emergency or regulatory directions prevail.
- Current Baseball Australia and Baseball NSW integrity and competition policies prevail to the extent they apply to MEBC and the matter.
- The MEBC Constitution governs the Board's local powers and member-disciplinary processes where the matter remains with MEBC.
- This policy and related MEBC policies apply consistently with those higher sources.
- A new governing-body policy does not silently create a power for MEBC that is inconsistent with the Constitution; the Board must confirm adoption and implementation requirements.

Current policy versions

Sport Integrity Australia released significant National Integrity Framework updates in July 2026 for adoption by sports by 30 April 2027. Before MEBC approves this policy, confirm which Baseball Australia versions are currently adopted and the correct complaint destination.

3. Scope and connection with MEBC

This policy applies during or in connection with MEBC activities, including games, training, trials, travel, accommodation, functions, meetings, online communication, team apps, social media, fundraising and use of Club or shared facilities.

Private conduct may fall within scope where there is a genuine connection to MEBC and it affects safety, safeguarding, participation, Club duties or an applicable integrity policy. Mere embarrassment or disagreement is not enough by itself.

4. Responsibilities

Role	Responsibility
MEBC Board	Adopts and resources the policy; appoints contacts; ensures reporting pathways, training and fair processes; reviews serious risks.
Coaches and officials	Model conduct, create safe environments, respond early, protect participants and report concerns through the correct channel.
Members and participants	Treat others with respect, follow codes and safety requirements, speak up about harm and cooperate with lawful processes.
Parents, carers and spectators	Support safe participation, respect boundaries and officials, supervise children as agreed and use proper complaint channels.
MPIO	Provides impartial information about options and

Child Safety Officer

processes; does not ordinarily investigate, advocate for one party or promise confidentiality that cannot be kept.

Coordinates child-safe systems and reporting; does not replace Police, DCJ, OCG, Sport Integrity Australia or other authorities.

5. Prohibited and unacceptable conduct

Conduct prohibited by an applicable Baseball Australia policy is prohibited by MEBC. MEBC also does not accept the following conduct within this policy's scope:

Conduct	Description
Abuse	Physical, emotional, psychological or sexual abuse; neglect; coercive control; degrading treatment or exploitation.
Bullying	Repeated unreasonable behaviour, or a pattern of behaviour, creating a risk to health, safety or participation. A single serious act may be another form of prohibited conduct even if it does not meet a technical bullying definition.
Harassment	Unwelcome conduct that intimidates, humiliates, offends or creates a hostile environment, including sexual harassment and online harassment.
Sexual misconduct	Sexualised conduct without consent, exploitation, grooming, unwanted sexual behaviour or breach of safeguarding boundaries.
Discrimination	Unlawful or prohibited less favourable treatment, exclusion or disadvantage connected with a protected attribute.
Victimisation	Retaliation or threatened disadvantage because a person raised, supported or participated in a genuine concern or complaint.
Vilification	Public conduct that incites hatred, serious contempt or severe ridicule on a protected basis, as defined by applicable law or policy.
Unsafe conduct	Violence, threats, serious intimidation, reckless conduct or refusal to follow reasonable safety and safeguarding directions.
Online misconduct	Cyberbullying, image-based abuse, doxxing, harmful impersonation, targeted abuse or other conduct prohibited by the Social Media Policy.
Bad-faith process abuse	Knowingly fabricating material evidence, threatening a witness or deliberately using a complaint process to harm another person. An unsubstantiated complaint is not, by itself, bad faith.

6. Reasonable management and sporting decisions

Reasonable coaching, selection, performance management, safety, supervision, discipline or competition decisions made properly and respectfully are not bullying or discrimination merely because they are unwelcome. They may still be reviewed under the relevant policy if process, conflict, safety or unlawful discrimination is genuinely in issue.

7. Inclusion and equal participation

- MEBC welcomes people of different ages, abilities, cultures, races, religions, sexes, sexual orientations, gender identities, family circumstances and backgrounds.
- Selection and participation decisions must use relevant criteria and comply with anti-discrimination law, competition categories and applicable governing-body rules.
- MEBC will consider reasonable adjustments for disability and other needs, in consultation with the person, while managing genuine safety and essential participation requirements.
- Cultural and religious practices will be accommodated where reasonably practicable, including uniform, scheduling, food and communication needs.
- Pregnancy, parental status or breastfeeding must not be treated unfavourably. Participation and return-to-play decisions should be individual, respectful and informed by appropriate advice.
- Sex and gender participation questions must be handled under current law and governing-body eligibility rules, not assumptions or outdated general statements about strength, stamina or physique.

8. Child-safe commitment

MEBC applies the NSW Child Safe Standards and the current Baseball Australia Safeguarding Children and Young People Policy. The safety and best interests of children and young people are a primary consideration.

- Child safety is embedded in leadership, governance and culture.
- Children are informed about their rights, taken seriously and supported to participate in decisions affecting them.
- Families and communities are informed and involved in child safety.
- Equity and diverse needs are respected.
- People working with children are suitable, verified, inducted, trained and supported.
- Processes for complaints and concerns are child-focused and accessible.
- Physical and online environments are assessed and managed for risk.
- Policies, records and continuous improvement support consistent practice.

9. Working With Children Checks and recruitment

- MEBC will identify child-related roles and verify required NSW WWCC clearances through the Office of the Children's Guardian before work begins and on renewal.
- MEBC will keep the required verification record with restricted access.
- A WWCC is one control only. Recruitment should also include role descriptions, identity and reference checks where appropriate, interviews, codes, induction, supervision and response to warning signs.
- MEBC will not rely on informal assurances or circulate police/background reports unnecessarily.
- Interstate travel or visiting personnel must be checked against the child-related work requirements of the destination jurisdiction.

10. Child-safe conduct and boundaries

- Use positive, age-appropriate coaching and never use humiliation, threats, hazing or punishment that risks harm.
- Avoid being alone and unobservable with a child. Use open, visible environments and follow the two-adult or observable-contact arrangements required by current safeguarding guidance.
- Physical contact must be appropriate to baseball instruction, safety, first aid or the child's needs, explained where practicable and never sexualised.
- Use approved communication channels. Include a parent/carer or another authorised adult in direct communication as required; avoid one-to-one disappearing messages.
- Do not request secrecy, private images, intimate details, gifts or contact unrelated to the legitimate Club role.
- Changing rooms, toilets, showers and treatment settings require heightened privacy and supervision. No photography or recording is permitted in private areas.
- Transport and overnight accommodation must follow the Travel Policy, with consent, risk assessment, safe supervision and appropriate sleeping arrangements.
- Alcohol, drugs, gambling and adult sexualised environments must not be introduced into children's activities.

11. Supervision, transport and collection

- The activity leader must plan a level of supervision appropriate to age, ability, numbers, activity, environment and identified risks.
- Parents/carers remain responsible for transport unless MEBC has expressly arranged it.
- Club-arranged transport requires an authorised driver, suitable licence, roadworthy and insured vehicle, working restraints, consent and a plan that avoids isolated one-adult/one-child travel where practicable.
- Parents/carers must collect children on time. A child who remains must be supervised in a safe, observable place by at least two authorised adults where practicable; record and escalate repeated late collection.
- A child must only be released to an authorised person or under an agreed independent-departure arrangement.

12. Images and digital safety

- Follow the MEBC Social Media and Privacy policies and the current safeguarding image process.
- Use relevant, respectful images of appropriately dressed participants in ordinary baseball settings.
- Avoid pairing a child's full name with detailed location, routine, school, health or contact information.
- Respect known image restrictions and refer removal requests promptly.
- Livestreaming requires approval, suitable notices, safe camera placement and moderation.
- Report grooming, sexualised messages, image-based abuse, threats or serious online harm immediately through safeguarding channels and to Police or eSafety where appropriate.

13. Receiving a child-safety disclosure

Immediate danger

If a child or any person is in immediate danger or needs urgent medical help, call 000. Do not wait for an internal officer or meeting.

If a child or young person discloses harm:

- stay calm, listen and let them use their own words;
- believe and support them without promising secrecy;
- reassure them that speaking up was the right thing and the harm is not their fault;
- ask only open questions needed to establish immediate safety—do not investigate or repeatedly interview;
- explain that information must be shared with people who can help;
- record their words, context, date, time and immediate actions accurately;
- report promptly through the external and internal pathways that apply; and
- do not confront the person alleged to have caused harm or alert them where that could increase risk or compromise an investigation.

14. Child protection and external reporting

MEBC personnel must comply with reporting obligations that apply to their role and the circumstances. Not every volunteer has identical statutory duties, but everyone must report child-safety concerns internally and may report directly to authorities.

Concern	Primary pathway
Immediate danger / crime in progress	Police and emergency services — 000
Non-urgent Police assistance	NSW Police Assistance Line — 131 444
Risk of significant harm	NSW Child Protection Helpline — 132 111; mandatory reporters should use the Mandatory Reporter Guide and eReporting where applicable.
Integrity / safeguarding complaint	Current Baseball Australia / Sport Integrity Australia reporting channel, as applicable.
Online abuse / image-based abuse	eSafety Commissioner reporting options, and Police where criminal or urgent.
Reportable conduct	If MEBC is a relevant entity under the NSW Reportable Conduct Scheme, the Head of Relevant Entity must notify and manage the allegation within statutory requirements.
Internal safeguarding contact	MEBC Child Safety Officer or President—unless implicated, in which case report to another non-conflicted officer and the external authority.

External reporting must not be delayed while MEBC determines internal jurisdiction. Internal action must not interfere with Police, DCJ, OCG, Sport Integrity Australia or another authorised investigation.

15. Interim protective action

- MEBC may take proportionate interim action to protect children, participants, evidence, privacy or a fair process.
- Options may include increased supervision, changed duties, restricted contact or communication, temporary removal of access, adjusted attendance or a provisional suspension where authorised.

- An interim measure is not a finding of guilt. Record reasons, limit disclosure, review it promptly and consider support for all affected people.
- Employment, contractor and constitutional rights must be respected; obtain legal or governing-body advice for serious action.

16. Raising a member-protection concern

- A person may seek information from the MPIO, who can explain options and help identify the correct channel.
- A complaint should state what happened, when, who was involved, available evidence, immediate risk and the outcome sought. A child-friendly or verbal report must be accepted where appropriate.
- A person does not have to confront the respondent, mediate or make an informal approach before reporting abuse, harassment, discrimination, safeguarding or safety concerns.
- Anonymous information may be assessed, although it may limit what can fairly be determined. Confidentiality cannot be guaranteed where disclosure is needed for safety, law or procedural fairness.
- Retaliation, intimidation, gossip and interference with witnesses are prohibited.

17. Complaint routing

The receiving officer must triage rather than assume MEBC owns the complaint. The current governing-body rules determine jurisdiction.

Issue	Route
Emergency, crime or child risk	External authority first; notify MEBC safeguarding contact when safe and appropriate.
Safeguarding prohibited conduct	Report through the current Baseball Australia / Sport Integrity Australia pathway and take local protective action.
Discrimination under the NIF	Report through the current integrity pathway; external anti-discrimination avenues may also be available.
Other member-protection conduct	Route under the current Baseball Australia Complaints, Disputes and Discipline Policy or MEBC process, according to jurisdiction.
Selection concern	Use the MEBC Team Selection Policy unless discrimination, retaliation or safeguarding conduct is alleged.
Social media / privacy	Use the relevant MEBC policy, escalating prohibited conduct through the integrity framework where applicable.
Competition or umpiring decision	Use the competition protest, tribunal or review procedure; the MPIO does not overturn game decisions.
Employment / contractor issue	Use the relevant workplace or contract process, with specialist advice where needed.

18. Fair complaint handling

Where MEBC is authorised to manage the matter, it will:

- appoint an impartial, non-conflicted decision-maker and identify the policy and possible outcomes;
- provide the respondent with sufficient particulars and a reasonable opportunity to respond;
- support children, people with disability and other participants to communicate and take part safely;
- consider relevant information fairly and apply the stated standard of proof;

- make findings only on allegations properly put, give reasons and keep an appropriate record;
- use trauma-informed, culturally safe and accessible practices where appropriate; and
- communicate outcome and review rights while protecting privacy.

Good-faith reports

A complaint that is mistaken, unable to be proved or not upheld is not automatically false or malicious. Action for process abuse requires evidence of deliberate fabrication, dishonesty, retaliation or another defined breach.

19. Informal resolution and mediation

Early resolution may be suitable for lower-level misunderstandings, communication issues or relationship conflict. It must be voluntary, safe and consistent with governing-body rules. Mediation is generally inappropriate for child abuse, sexual misconduct, serious violence, coercive control, significant power imbalance, credible threats or where an external authority requires another approach.

20. Findings, sanctions and review

- A sanction may be imposed only by a body or person with authority under the MEBC Constitution, contract, competition rules or applicable integrity policy.
- Sanctions must be proportionate and may include education, behaviour agreement, warning, apology, role or access restriction, suspension, removal or termination where authorised.
- MEBC cannot independently deregister a governing-body accreditation, withdraw an external award or impose a fine unless an applicable rule expressly permits it.
- A right of review or appeal exists only where provided by the relevant Constitution, policy, contract or competition rule. The outcome notice must identify any available pathway and deadline.
- MEBC will recognise enforceable sanctions imposed by Baseball Australia, Baseball NSW, Sport Integrity Australia or another authorised body as required.

21. Support, privacy and records

- Ask each affected person about safety, communication and support needs without treating support as evidence for or against an allegation.
- Restrict information to those who need it for safety, reporting, investigation, decision-making or support.
- Store safeguarding, health and complaint records under the Information Privacy Policy with stronger access controls than ordinary team records.
- Do not discuss a complaint in group chats, at games or on social media. Public statements require authorisation.
- Retain records according to legal, safeguarding, insurance and limitation requirements; do not destroy relevant material because a person leaves the Club.

22. Training and implementation

- Publish this policy and reporting contacts in accessible formats.
- Induct Board Members, coaches, managers, selectors, officials and volunteers in expected conduct and reporting.
- Require current child-safeguarding education for child-related roles and provide MPIO and complaint-role training.
- Review WWCC verification, role descriptions, access and training at least each season.
- Invite children, families and diverse participants to contribute to child-safe and inclusive practice.
- Review incidents, near misses and complaints for system improvement without exposing personal details unnecessarily.

23. Local contacts and policy register

MEBC President	Name: <u>Michael O'Neill</u> Mobile: <u>0408211378</u>
MPIO	Name: <u>Baseball NSW</u> Mobile: _____
Child Safety Officer	Name: _____ Mobile: _____
Alternate non-conflicted contact	Name: _____ Mobile: _____
Baseball Australia integrity channel	Current link/contact: <u>Integrity Baseball.com.au</u>
Baseball NSW integrity contact	Current link/contact: <u>Member Protection – Baseball NSW</u>
Police emergency	000
Police Assistance Line	131 444
NSW Child Protection Helpline	132 111

24. Definitions

Child / young person	A person under 18 years of age.
Member protection	Measures protecting welfare, dignity, inclusion and safety from prohibited or unacceptable conduct.
MPIO	A trained information and referral contact who explains options impartially; not automatically an investigator or decision-maker.
Prohibited Conduct	Conduct prohibited by the current applicable Baseball Australia National Integrity Framework or another relevant policy.
Respondent	The person or organisation whose conduct is the subject of a complaint or concern.
Victimisation	Detriment or threatened detriment because a person raised, supported or participated in a concern or complaint.
Vilification	Public conduct inciting hatred, serious contempt or severe ridicule on a protected basis, as defined by applicable law or policy.

Pre-adoption checklist

- Confirm and formally adopt the current Baseball Australia National Integrity Framework versions and identify the transition arrangements for the July 2026 updates.
- Confirm which complaints go to Sport Integrity Australia, Baseball Australia, Baseball NSW or MEBC and publish one current reporting page.
- Appoint and train the MPIO, Child Safety Officer and alternate contact.

- Confirm whether MEBC is a relevant entity under the NSW Reportable Conduct Scheme and document the Head of Relevant Entity process if applicable.
- Complete the NSW Child Safe Standards self-assessment and action plan.
- Verify all required WWCCs and review child-related role descriptions, recruitment and supervision.
- Issue separate controlled complaint and child-safety report forms; do not append sensitive blank forms to the public policy.
- Withdraw the former embedded Selection Policy and Player Code where replaced by current standalone policies.

Approval and amendment history

Version	Review date	Effective date	Summary
1.0	13/08/26	13/08/26	Comprehensive replacement of the former Member Protection Policy and attachments.

Governance note

Obtain specialist advice for serious safeguarding, employment or disciplinary matters.

Prepared with reference to current Baseball Australia, Sport Integrity Australia, NSW Child Safe Scheme and NSW child-protection guidance. This document is operational guidance and not legal advice.