



American Football South Australia (AFSA)

Member Protection Policy

Policy Owner: AFSA Board of Management

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1. Policy Overview and Purpose

American Football South Australia (AFSA) is committed to providing a safe, inclusive, and respectful environment for all participants.

This policy establishes the standards, expectations, and processes required to protect individuals from abuse, harassment, discrimination, bullying, and misconduct across all AFSA sanctioned activities.

2. Underlying Principles

- Safety and wellbeing of all participants is the highest priority
 - Respect, fairness, and inclusion must be upheld at all times
 - Zero tolerance for abuse, harassment, or discrimination
 - Accountability for behaviour and conduct
 - Transparency and consistency in managing concerns
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3. Scope and Application

This policy applies to all individuals involved in AFSA activities, including:

- Players
- Coaches
- Officials
- Volunteers
- Club administrators
- Parents and supporters
- Contractors and event personnel

This policy applies to all AFSA sanctioned activities, including matches, training, events, and online interactions.

4. Core Policy Requirements

4.1 Member Protection Standards

All participants must:

- Treat others with dignity and respect
 - Promote a safe and inclusive environment
 - Comply with all AFSA policies and rules
 - Report concerns regarding misconduct
 - Avoid behaviour that may cause harm or distress
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4.2 Prohibited Conduct

The following behaviours are strictly prohibited:

- Harassment (verbal, physical, or online)
 - Bullying or intimidation
 - Discrimination of any kind
 - Sexual misconduct or inappropriate behaviour
 - Physical violence or threats
 - Abuse of power or authority
 - Unsafe conduct that places others at risk
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4.3 Safeguarding Children and Young People

AFSA is committed to protecting all children and young people involved in the sport.

All adults must:

- Act in the best interests of the child
- Maintain appropriate professional boundaries
- Ensure safe and supervised environments
- Report any suspected harm or abuse immediately

Any allegation involving a child will be treated as a high priority and escalated without delay.

5. Procedures / Processes

5.1 Reporting Concerns

Concerns or complaints may be reported to:

- Club officials, or
- AFSA directly (state matters)

Email: integrity@americanfootballsas.org.au

Reports should include relevant details and any supporting information.

5.2 Investigation and Response

AFSA may:

- Conduct an informal resolution process
- Initiate a formal investigation
- Facilitate mediation where appropriate
- Refer matters to external authorities where required

All investigations will follow procedural fairness principles.

5.3 Confidentiality and Protection

AFSA will take reasonable steps to:

- Maintain confidentiality where possible
 - Protect individuals reporting concerns
 - Prevent victimisation or retaliation
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6. Breaches and Penalties

Failure to comply with this policy may result in:

- Formal warnings
- Suspension from participation
- Removal from roles or membership
- Competition sanctions
- Referral to Tribunal or external authorities

Serious breaches will be treated with zero tolerance.

7. Enforcement and Responsibility

This policy is enforced by:

- AFSA Board of Management
- Authorised AFSA officials
- Club administrators

All decisions must be consistent, fair, and evidence-based.

8. Related Policies

- Code of Conduct Policy
 - Game Day Policy
 - Grievance & Dispute Resolution Policy
 - Tribunal Policy
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9. Policy Review and Approval

This policy will be reviewed every two (2) years or earlier if required.

It will be assessed to ensure alignment with safeguarding standards, governance requirements, and best practice sport integrity frameworks.