



**WINDSOR ROYALS
SPORTS CLUB INC.**



NATIONAL INTEGRITY FRAMEWORK & CODES OF CONDUCT

National Integrity
Framework applies from 1
July 2022

Policy Version 1
Current as at 16 July 23

Windsor Royals Sports Club
Inc.
Market Street
Newmarket Qld 4052
www.windsorroyals.com.au

Relevant Policies:

Member Protection Policy
Complaints, Disputes, & Discipline Policy
Child Safeguarding Policy
Competition Manipulation and Sports Wagering Policy
Baseball Australia Code of Conduct
Baseball Australia Spectator & Supporter Code of Conduct
GBL Competition Rules

WINDSOR ROYALS SPORTS CLUB INC.

NATIONAL INTEGRITY FRAMEWORK & CODES OF CONDUCT

BACKGROUND

1. Windsor Royals Sports Club Inc. (**Windsor Royals**) is an affiliate/member of Baseball Queensland and Baseball Australia which imposes obligations on member organisations to ensure and promote the safety of its members.
2. In 2022 Baseball Australia entered the National Integrity Framework which is a suite of integrity policies developed by Sport Integrity Australia, and an independent complaint handling process.

APPLICATION

3. As a member organisation of Baseball Australia / Queensland Windsor Royals is a Relevant Organisation and
4. Windsor Royals and its members are bound by the National Integrity Framework, Windsor Royals policies, and relevant Baseball Australia and Baseball Queensland policies and codes of conduct (Policies).
5. By being a member of Windsor Royals and/or entering or upon the premises occupied by Windsor Royals all persons accept that they are bound by the Policies subject to their written terms.
6. Not all conduct falls within the National Integrity Framework or the Member Protection Policy (MPP). Complaints that do not fall within the National Integrity Framework are dealt with under separate policies and codes of conduct.

THE NATIONAL FRAMEWORK

7. The relevant policies to the National Integrity Framework are set out below (click on link):

[National Integrity Framework](#)

[Member Protection Policy](#)

[Complaints, Disputes and Discipline Policy](#)

[Child Safeguarding Policy](#)

[Competition Manipulation and Sports Wagering Policy](#)

[Improper Use of Drugs and Medication Policy](#)

SUMMARY OF MEMBER PROTECTION POLICY (MPP)

8. The law applies high standards to national sporting organisations (NSO), State and member associations and clubs in relation to unlawful and improper behaviour that may occur within those groups, or at events staged by those organisations, or when those organisations or their members participate in a sporting event.
9. The MPP is designed to deal with conduct that occurs outside the field of sporting play, rather than 'on-field' incidents. The rules of the sport usually cover on field conduct. The MPP is also generally not written to deal with trivial matters.
10. The MPP has been introduced to firstly act as a statement of standards of behaviour that apply within NSO's or their affiliate bodies, including Windsor Royals. It clearly confirms that the following types of behaviour will not be tolerated:
 - (a) Child Abuse;
 - (b) Sexual Assault, pornography;
 - (c) Discrimination;
 - (d) Bullying & Harassment;
 - (e) Physical assault, verbal abuse, intimidation;
 - (f) Actions that create a hostile environment;
 - (g) Conduct that may cause psychological injury or distress;
 - (h) Acting in a manner that brings or is likely to bring a sport into disrepute.
11. A range of steps have been set out in the policy for dealing with groups or individuals who engage in any of the inappropriate behaviour prohibited by the policy. Importantly, the policy provides persons who are aggrieved by the action(s) of another or others within their sport (complainant) with channels for raising concerns about the behaviour of other(s) complained about (respondent(s)). After the concerns have been raised with a person qualified and skilled in considering such complaints, the complainant is then offered a range of options for how the issue can be dealt with.
12. This includes informal discussions, mediation, a formal complaint, an investigation of the conduct of the person(s) being complained about (respondent), and possibly a disciplinary hearing before a Tribunal. A person found guilty of breaching the policy may be punished by a range of measures including a warning up to expulsion from the sport. A group/body found guilty of breaching the policy could be suspended or expelled from membership of an NSO.
13. However, the policy ensures that complaints are not arbitrarily dealt with. The process has the following features:
 - (a) The process is fair and balanced;
 - (b) A Respondent to an allegation is entitled to fully explain or defend her or himself (or themselves) after receiving full information of the improper conduct it is said that they/he/she engaged in;
 - (c) Matters are treated confidentially;

- (d) The complainant is given substantial control over the process unless a law has been clearly breached (in which case an appropriate authority needs to be notified);
 - (e) Complainants are to be dealt with sensitively;
 - (f) Respondents are entitled to the presumption of innocence;
 - (g) A fair disciplinary process will occur (in appropriate cases) which ensures an unbiased Tribunal, a full and proper consideration of all relevant facts in a timely manner;
 - (h) Rights of appeal where a complainant or respondent is dissatisfied with the outcome of a complaint, investigation or Tribunal hearing.
14. Underlying the MPP is a range of laws which will vary from state to state. Despite some differences, there are some universal minimum standards that the law applies to persons involved in sporting activities. These include equal opportunity and discrimination laws, the criminal law and laws relating to who may or may not be granted permission to work (for example as a coach) with children, due to previous criminal records.
15. This policy provides assurances to parents, children, boards of sporting organisations, sponsors and all others involved in sport that improper conduct will not be tolerated and will be dealt with and punished appropriately.
16. It also encourages any person or group who feels that they may have been subject to improper or unlawful behaviour to come forward and discuss their concerns with the member protection information officer. Over time, those that act in a manner contrary to this policy (or continue to breach it) will find that they are no longer welcome at Windsor Royals or within the sport of baseball.

CONDUCT OUTSIDE OF NATIONAL INTEGRITY FRAMEWORK

17. Windsor Royals is bound by and adopts the Codes of Conduct of Baseball Australia and Baseball Queensland and all Members shall be bound by them.
18. Conduct that does not fall within the scope of the National Integrity Framework will be dealt with under any other relevant policy including, but not limited to:

Baseball Australia Code of Conduct; and
Baseball Australia Parent and Supporter Code of Conduct; and
GBL Competition Rules; and
Windsor Royals Media Policy.

CONTACT PERSON

19. The Member Protection Information Officer for Windsor Royals is Mr Mark Ready, Club President at president@windsorroyals.com.au