

SUMMERSALT

MEMBER PROTECTION POLICY

Summersalt is committed to providing a safe, inclusive, respectful, and fair environment for all participants, members, employees, contractors, volunteers, visitors, and families.

This Policy sets out the standards of behaviour Summersalt expects, so that everyone involved in our activities is treated with dignity, respect, and fairness.

Summersalt has zero tolerance for child abuse or harm (see our Child Safe Policy), discrimination, harassment, bullying, or victimisation, and misconduct, abuse of power, or unsafe behaviour of any kind.

The safety, wellbeing, and dignity of children and young people is a priority consideration in all relevant decisions.

Application of this Policy

This Policy applies to all persons involved with Summersalt, including employees, coaches, instructors, educators, volunteers, trainees, contractors, consultants, board members, members, participants, families, spectators, visitors, and vendors.

It applies at all Summersalt centres and venues, during offsite programs and events, during online interactions related to Summersalt, and, where conduct relates to Summersalt, outside operational hours or after a person's engagement with Summersalt has ended.

Purpose of this Policy

This Policy is intended to promote ethical, respectful, and lawful conduct, prevent discrimination, harassment, bullying, and misconduct, ensure safe and inclusive participation for all individuals, provide clear behavioural expectations and accountability, and establish consistent standards for managing conduct concerns.

Legal and Regulatory Compliance

Summersalt complies with applicable Commonwealth, state, and territory laws relevant to child safety, workplace conduct, discrimination, and duty of care. This includes obligations relating to child protection and mandatory reporting, Working With Children Checks, anti-discrimination and equal opportunity law, work health and safety law, and criminal law relating to assault, harassment, and abuse.

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Where standards differ between jurisdictions, Summersalt will apply the highest reasonable standard of safety and protection.

Responsibilities

Summersalt will:

- Promote and enforce this Policy consistently
- Ensure the Policy is accessible to all participants and staff
- Provide clear pathways for raising concerns
- Take appropriate action in response to breaches
- Maintain appropriate supervision and safeguarding practices

All persons must:

- Comply with this Policy and applicable laws
- Treat others with dignity, respect, and fairness
- Act professionally at all times when engaged with Summersalt
- Report concerns or breaches in good faith
- Cooperate with any investigation or direction issued by Summersalt

Discrimination, Harassment, and Bullying

Discrimination means treating someone unfairly or less favourably because of a protected characteristic, such as age, disability, race, religion, sex, or gender identity, whether direct or indirect. Discrimination is not tolerated.

Harassment is any unwelcome behaviour that humiliates, intimidates, or offends another person. Sexual harassment includes unwelcome sexual conduct, comments, or behaviour.

Bullying is repeated unreasonable behaviour that creates a risk to health and safety, including verbal abuse, exclusion or isolation, intimidation, or cyberbullying.

Reporting and Response

Concerns should be reported to Summersalt management as soon as practicable, including discrimination, harassment, bullying, unsafe conduct, or misconduct and boundary violations.

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Summersalt will treat all reports seriously, maintain confidentiality where appropriate, ensure no retaliation against reporters, respond in a fair and timely manner, and escalate matters externally where legally required.

In an emergency or where there is immediate danger, call 000.

Conflicts of Interest

All persons must avoid conduct that creates a real or perceived conflict of interest and must disclose any such conflict to Summersalt management as soon as possible. Summersalt may implement appropriate management actions, including reassignment of duties where required.

Inclusion and Respectful Participation

Summersalt is committed to inclusive participation and respectful engagement for all individuals, regardless of background, identity, or ability. All persons are expected to uphold respectful, fair, and safe interactions at all times.

Media, Images, and Digital Content

The capture, use, storage, and publication of images or recordings of children and participants is governed by Summersalt's Photo, Video & Media Policy, which sets out consent requirements, approved uses of media, storage and security requirements, restrictions on personal devices and accounts, and procedures for withdrawing consent. All personnel must comply with that Policy at all times.

Social Media and Online Behaviour

All online behaviour associated with Summersalt must be respectful, lawful, and appropriate. Prohibited conduct includes content that is discriminatory, harassing, or bullying; defamatory, misleading, or false; threatening, abusive, or offensive; or in breach of confidentiality or the law.

Staff and contractors must not engage in inappropriate private online contact with children or young people connected to Summersalt.

Breaches of this Policy

A breach includes any conduct that violates this Policy or expected standards of behaviour, puts others at risk of harm or distress, breaches applicable laws or

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safeguarding expectations, or undermines the safety, trust, or integrity of Summersalt.

Breaches may result in a verbal or written warning, removal from duties or suspension, termination of engagement, or referral to external authorities where required.

Policy Governance and Review

This Policy will be reviewed at least annually, updated in response to legal or operational change, communicated to all relevant personnel and stakeholders, and made available at all Summersalt centres and online. Feedback may be provided to:

Email: contact@summersaltgym.com.au

Contact and Reporting

Safeguarding and conduct concerns should be reported to:

Email: contact@summersaltgym.com.au

Safeguarding Lead: Centre Manager or appointed Child Safety Officer

In an emergency, contact 000 immediately.

Acknowledgement

By engaging with Summersalt, including as staff, a contractor, volunteer, member, or participant as applicable, you acknowledge that you have read, understood, and agree to comply with this Policy.