Victorian Tasmanian Parachute Council

Member Protection Policy

Date created:	30 May 2025
Revision:	N/A
Version:	2025:1
Review:	To be reviewed annually from date created or revision
Contact:	Cameron Davey chair@vtpc.org.au Caroline Loh secretary@vtpc.org.au Claudia Szczurek treasurer@vtpc.org.au
Other relevant resources:	Australian Parachute Federation Constitution APF Member Protection Policy and Code of Conduct https://www.apf.com.au/members/members/publications/publications

Victorian Tasmanian Parachute Council

Member Protection Policy

1. PURPOSE

The Victorian Tasmanian Parachute Council is committed to safeguarding the health, safety, welfare and dignity of everyone involved in parachuting and skydiving across Victoria and Tasmania.

This policy outlines our commitment to providing a safe, respectful and inclusive sporting environment, free from abuse, discrimination, harassment and other forms of misconduct.

2. Scope

This policy applies to:

- All persons involved in carrying out the role of the Victorian Tasmanian Parachute Council as set out in the Australian Parachute Federation's Area Council Charter.
- All skydivers participating in skydiving activities, events and operations overseen by the Victorian Tasmanian Parachute Council, whether conducted at drop zones, training facilities, in meetings or online.

3. Objectives

This policy provides a framework to:

- Promote a safe, enjoyable and respectful sporting environment for all.
- Ensure that all individuals are treated with dignity, fairness and equity.
- Inform individuals of their rights, responsibilities and the expected standards of behaviour.
- Prevent and address prohibited conduct, protecting the integrity of our sport.

4. Prohibited Conduct

The following behaviours are considered breaches of this policy:

- **Abuse**: Includes physical, emotional, psychological, or sexual abuse.

  Examples:

  - A coach shouting aggressively and persistently at a participant, causing distress.
  - An instructor deliberately withholding praise or contact as punishment (emotional abuse).
  - Touching someone inappropriately without consent (sexual abuse).
  - Forcing a participant to continue a jump despite expressing fear or hesitation (physical or psychological abuse).

- **Bullying**: Repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing.

  Examples:

  - An experienced skydiver mocking a beginner online or in person about their skills or gear.

- Repeatedly excluding someone from debriefs or social activities.
- Posting derogatory memes about a participant in a club group chat.

- **Harassment**: Unwanted conduct that offends, humiliates, or intimidates someone, even if the person did not intend to cause harm.

  Examples

  - Making jokes about someone's gender or appearance.
  - A club member continuing to make personal comments after being asked to stop.
  - Repeatedly commenting on someone's appearance in a sexual or suggestive way.
- **Sexual Harassment** and **Sexual Offences**: Unwelcome sexual advances, comments, or actions, or any criminal sexual behaviour.

  Examples:

  - An instructor commenting on another skydiver's body in a sexual way during gear checks.
  - Sending sexually explicit messages to a member without consent.
  - Sharing intimate images without permission.
  - Any non-consensual sexual activity (criminal offence).
- **Discrimination**: Unfair or unequal treatment based on protected attributes such as race, gender, age, disability or sexual orientation.

  Examples:

  - Not allowing someone to participate in an event because of their gender identity.
  - Making derogatory remarks about a member's cultural background.
  - Assuming a person with a disability cannot participate safely without proper assessment.

- **Victimisation**: Treating someone badly because they've made or supported a complaint or inquiry.

  Examples:

  - Ignoring a member who made a complaint about bullying.
  - Spreading rumours about someone after they reported misconduct.
  - Pressuring a witness not to support a complaint or investigation.

- **Vilification**: Public actions that incite hatred, ridicule, or contempt based on attributes like race, religion, sexuality, or disability.

  Examples:

  - Posting racist or homophobic slurs in online skydiving forums that could make other people hate or ridicule a person.
  - Wearing symbols or clothing with hate speech or offensive slogans targeting a specific race or religion at events.
  - Mocking or imitating a person's speech or accent in a way that incites others to laugh or isolate the person.

5. Children and Young People

Prohibited Conduct involving individuals under the age of 18 must also be assessed under the **Child Safe Policy**. Victorian Tasmanian Parachute Council is committed to upholding the highest standards of child safety and ensuring that all personnel working with young participants meet screening requirements.

6. Reporting Prohibited Conduct

All people participating in skydiving activities, events and operations overseen by the Victorian Tasmanian Parachute Council are required to report any suspected Prohibited Conduct.

Members may discuss in confidence with a Committee Member, a Member Protection Information Officer and/or lodge a confidential report at contactofficer@apf.com.au

Members have the right at any time to lodge a report with police and there may be times where this is advisable.

7. Disciplinary Action

Breaches of this policy may result in:

- Verbal or written warnings
- Education or training requirements
- Suspension or expulsion from Victorian Tasmanian Parachute Council's activities and sponsored events
- Referral to law enforcement for criminal matters

All complaints will be assessed fairly, confidentially and in a timely manner.

8. Education and Communication

Victorian Tasmanian Parachute Council will:

- Promote awareness of this policy and related codes of conduct
- Provide access to the policy via the website vtpc.org.au