



AFTK

AUSTRALASIAN FEDERATION OF
TRADITIONAL KARATE AND KOBUDO

Member Protection Policy

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Purpose

The AFTK is firmly committed to ensuring that everyone involved is treated with unwavering respect, dignity, and protection from any form of abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification.

This Policy has been formulated with the aim of fostering awareness among all individuals associated with the AFTK. It establishes the expected standards of behaviour for everyone involved and explicitly delineates the behaviours that are deemed unacceptable, referred to as 'Prohibited Conduct.'

Definitions

Abuse encompasses various forms, including physical, emotional, psychological, sexual, and the inappropriate exercise of power, that have resulted in, are causing, or are likely to cause harm to an individual's well-being. Such harm may occur in person or through any means of publication visible to others.

Bullying refers to the repetitive and intentional use of words, actions, or the inappropriate exercise of power by an individual or a group, targeting someone or a group of people to cause distress and jeopardize their well-being.

Harassment entails any behaviour towards an individual that is offensive, abusive, belittling, or threatening, and that the person does not consent to. It is behaviour that reasonably poses the potential for harm to the individual who is the subject of the harassment.

Policy refers to the comprehensive Member Protection Policy, which includes all accompanying schedules and annexures.

Prohibited Conduct denotes the behaviours expressly prohibited under clause 3 of this Policy.

Sexual Misconduct comprises two categories: (a) Sexual Harassment, which encompasses unwanted or unwelcome sexual behaviour that a reasonable person would anticipate could offend, humiliate, or intimidate the person being harassed; and (b) Sexual Offences, encompassing any criminal offense involving sexual activity or actions of indecency.

Unlawful Discrimination encompasses: (a) Direct Discrimination, wherein a person or a group of people is treated less favourably than others due to a personal characteristic; and (b) Indirect Discrimination, wherein an unreasonable rule or policy is applied universally but disproportionately disadvantages individuals sharing a particular protected personal characteristic under applicable anti-discrimination legislation.





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Victimisation refers to subjecting a person to unfair treatment or threatening to do so, as a consequence of the person exercising their right to make a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person in taking such action.

Vilification refers to a public act, conduct, or behaviour that incites hatred, serious contempt, revulsion, or severe ridicule directed at a person or a group of people due to a particular characteristic they possess. This includes characteristics protected by applicable legislation, such as race, religion, homosexuality, transgender status, or HIV/AIDS status.

Scope

All individuals classified as Relevant Persons and all Relevant Organisations subject to this Policy are required to consistently adhere to its provisions for the duration of their status as a Relevant Person or Relevant Organisation. This obligation encompasses the following scenarios:

- (i) When engaging with Relevant Organisations, their staff, contractors, and representatives;
- (ii) When interacting with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
- (iii) Regarding their general Membership or standing as a Relevant Person or Relevant Organisation.

The scope of this Policy does not extend to the following:

- (i) Instances where interactions, including those on social media, occur among one or more Relevant Persons or Relevant Organisations, and the sole link or connection to the AFTK is the involvement of said individuals as Relevant Persons or Relevant Organisations.
- (ii) Situations where subsequent conduct or interactions, although related to the original Prohibited Conduct, no longer directly pertain to any aspect of the AFTK. This exemption applies even if such conduct or interactions would otherwise constitute Prohibited Conduct.

Prohibited Conduct

A breach of this Policy occurs when a Relevant Person or Relevant Organisation, either individually or in collaboration with others, engages in any of the following conduct against one or more Relevant Persons or Relevant Organisations:

- (a) Abuse;
- (b) Bullying;
- (c) Harassment;
- (d) Sexual Misconduct;
- (e) Unlawful Discrimination;
- (f) Victimisation; or
- (g) Vilification.

