

Appendix 7 POLICY RELATING TO "WORKING WITH CHILDREN"

WHEREAS the Committee has been made aware of allegations of past misconduct against minors by adult members and:

WHEREAS the Committee has, for whatever reasons, never received a formal complaint in relation to any such misconduct, and:

WHEREAS by presumption of law, any person must be assumed to be innocent of any alleged misdemeanours until tried in a Court Of Law and found guilty thereof:

The Committee:

- (a) asserts its belief that all members, irrespective of age, are entitled to full enjoyment of the benefits of membership without threat of unwanted advances of any type into the privacy and peaceful pursuit of their proper interests;
- (b) to this end, requires that every person working in the name of the Association in whatever capacity and whether or not remunerated, must be in the possession of a current "Working With Children Check" as issued by the Victorian Department of Justice and relating to volunteer activities on behalf of the Association and that furthermore, any person unwilling or unable to obtain such a Check will not be employed in any capacity whatsoever on behalf of the Association or in conjunction with any activity of its undertaking;
- (c) empathises with any individual whose participation in Association activities has been in any way intruded upon or otherwise interfered with whilst so doing;
- (d) now determines that any member under investigation by the Police in relation to any alleged misconduct against underage individuals, whether members or not, shall be removed from any position held within the Association until such time as either:
 - (i) the investigation is terminated without going to trial OR the member is tried in a Court of Law and found NOT GUILTY, at which time the member shall be entitled to resume that position within the Association; or
 - (ii) if tried and found GUILTY in a Court of Law, shall henceforth be expelled from membership of the Association;
- (e) shall be obliged to act immediately upon being notified of any Police investigation into the conduct of any adult member alleged to have committed an offence against an underage person, whether the underage person be a member or not;
- (f) requires that any Office Holder or member of the Association to whom an alleged misdemeanour involving one or more underage persons is referred shall—
 - (i) request the complainant to report; and
 - (ii) be personally responsible to report the circumstances to Victoria Police for further investigation and that the process detailed under clause (d) above then be initiated in respect of the person alleged to have committed the misdemeanour;
- (g) in each case of an alleged misdemeanour a written report detailing the circumstances shall be completed and shall immediately be forwarded to the Secretary using the *Accident and Incident Form* in Appendix 8.