



# *Play* by the *Rules*

making sport inclusive, safe and fair.

Issue 9

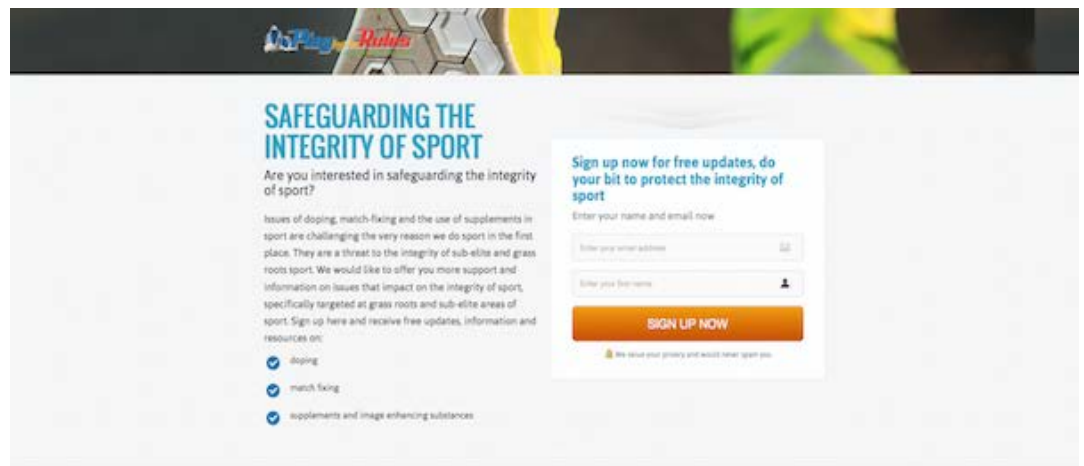
- ▶ **CONVERSATION NEEDED ON TRANSPHOBIA IN SPORT**
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**PLUS: THE PREGNANT PLAYER: WHERE DUTY MEETS DISCRIMINATION | ARE YOU ON BOARD?  
| WHY DIVERSITY IS GOOD FOR BUSINESS | LATEST ONLINE COURSE UPDATES | AND MORE...**

Are you interested in safeguarding the integrity of sport? To find out more go to the link below to find out more:

<http://pbtr.com.au/safeguarding/>



#### Why sign up?

##### Who is signing up?

People who registered and/or attended the **Safeguarding the Integrity of Sport** forums that are being conducted in every state and territory throughout March, April and May 2015. Everyone who registers for a forum will be invited to sign up for more support and

##### How often will I receive emails?

We will not be bombarding you with multiple emails. We will only contact you when we have an invitation or a resource we think you would be interested in. And you can opt out of the email list at any time.

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## THE EDITOR

It has been a fascinating couple of months in the world of Play by the Rules. The Safeguarding the Integrity of Sport forum national roadshow has come to a close, the Play by the Rules annual evaluation survey is completed, and we've broken through a couple of nice milestones – 10,000 subscribers and 20,000 magazine reads!

In this issue we look at transphobia in sport. The conversation started for us last year during the You Can Play forum and you will see in our feature article that we are continuing to work on increasing the awareness and understanding around the inclusion of transgender people in sport. In our other feature articles Clyde Rathbone talks about winning, something he knows a fair bit about, and I spend a little time reflecting on the Safeguarding roadshow experience.

There's also an infographic on our annual evaluation survey reflecting some very healthy and positive feedback. The most common written feedback was for Play by the Rules to promote itself more at grassroots level so that more people know about us. We need your help with this, so please spread the word by sharing this magazine by email or social media. It all helps to promote what we all value – safe, fair and inclusive sport.



Peter Downs  
Manager - Play by the Rules

Please 'Like', 'Follow' and 'Subscribe' - a great way to support safe, fair and inclusive sport



# ARE YOU ON BOARD?

Vicsport has developed the 'Are You on Board?' (AYOB) campaign to support conversation and action around diversity and inclusion within Victorian sport. The campaign aims to raise awareness and assist state sport associations, clubs and leagues to spread the message about the benefits of diversity and inclusion to Victorian sport.

This campaign encourages you to take the lead, and embrace and encourage diversity within your organisation to achieve the best results for your sport.

Three new videos will be released between now and the end of June, with the first clip focusing on the importance of diverse committees in grassroots sport.

Visit <http://vicsport.com.au/industry/are-you-on-board/> to view the videos and learn more about the campaign.



# ANZSLA ANNUAL CONFERENCE IN OCTOBER

If you can get along to the Australia and New Zealand Sports Law Association's annual conference on 14–16 October in Melbourne, you won't regret it. This one is a bit special as it's the 25th ANZSLA conference. If you work at the grassroots level, it always pays to have a 'big picture' view of contemporary issues in sport. It puts issues at the local level in context and often gives you new insights from people who have 'been there and done that'.

Speakers include David Howman (Director General of the World Anti-Doping Agency), Simon Hollingsworth (CEO of the Australian Sports Commission), Peggy O'Neil (President, Richmond Football Club) and Dayle Brown (General Manager of Integrity at Racing Victoria).

To get more information and registration detail visit: <https://anzsla.com/content/annual-conference>



# KICKING GOALS FOR YOUTH EQUALITY



The University of South Australia recently took the spirit of its national Football United project to Whyalla Special Education Centre to highlight the significance of equality for students with disabilities.

On March 30, the South Australian Commissioner for Equal Opportunity Anne Gale scored the first goal of the new Sport for Rural Health program (S4RH) to show her desire for an inclusive attitude towards community youth sport.

The goal marked the launch of the first expansion of UniSA's Sport and Development program, run by the university's Division of Health Sciences, in the Whyalla region.

This program includes the Football United program, which utilises passion for sport in

disadvantaged youths to address a diverse spectrum of issues and needs.

The campaign, already successfully being delivered across Adelaide, has been driven locally by students from UniSA Whyalla campus and Samaritan College who generously volunteer their time fortnightly to coach and push the concept of an inclusive society that preaches the Aussie sentiment of a 'fair go'.

Sport for Rural Health is the product of a collaboration between the UniSA's Sport and Development program and Department of Rural Health with the prospect of improving rural health through physical activity.

Sport and Development program project support officer Alex Tran ran the launch in hope of taking the universal language of sport to youths with lesser opportunities.

"The aim is to increase physical activity for young people with disabilities in the Whyalla community," he said.

Mr Tran said there was a great dual prospect to this remarkable initiative.

"The program will facilitate community engagement by providing opportunities for young people with an intellectual disability to participate in free, organised, physical activities and for university

students and local community members to undertake leadership and coaching roles.”

Whyalla Special Education Centre principal Michelle Grocke hoped the skill development would spark greater confidence in the children to strive for involvement in community clubs.

“The children are good at sport,” Ms Grocke said. “And we hope to better their opportunities to utilise their skills in mainstream sport and, most importantly, enjoy themselves.”

About 90 per cent of children at the centre expressed an interest to continue playing sports after their first training session.

Ms Grocke said the school was grateful for the vast skills the children would gain from the program and the significance of an inclusive environment.

**“Equality and participation are so important for students with special needs,”** Ms Grocke said.

“The communication and social skills they will gain from the team environment built in the program will be wonderful for their self-esteem.”

UniSA Department of Rural Health manager Mellissa Kruger said the unique Sport for Rural Health initiative was acknowledging the need for health outcomes for groups like children with special needs, who are often left out.

“The program allows us to give rural university students a unique opportunity whilst making a real contribution to the health and well-being of children with special needs.”

Whyalla born and bred, Ms Kruger hopes to expand the campaign to reach further rural communities surrounding Whyalla to inspire youths with the magic of sport.

SA Commissioner for Equal Opportunity Anne Gale drove the nostalgic road up to her hometown of Whyalla last Monday in the hope of igniting excitement in the children to get involved in the program.

**“It’s all about the children’s confidence and driving the importance of equal opportunities across the state,”** Ms Gale said.

“The campaign promotes participation for all, no matter what your background or capabilities are.”

Ms Gale said the partnership between the University of South Australia in Adelaide and Whyalla, the Department of Rural Health, Whyalla Special Education Centre and Whyalla City Council highlighted the community spirit behind this campaign.

“This place is special to me,” Ms Gale said.

“I played on the oval that borders the Whyalla Special School at Nicholson Avenue Primary School and I’m so pleased to see Whyalla so passionate about equality for their youths.

“I mean, I was one of them.”

Thanks EMMALIE BALNAVES-GALE

# WINNING IS IMPORTANT, BUT ....

**A** few years ago I attended a talk by an internationally renowned sports coach. As he rattled off the world records and gold medals he helped create I began wondering where his motivation stemmed from. I didn't have to wait long to get an answer. He told the crowd that he loved the challenge of pushing people to achieve their dreams.

But as he named his most successful athletes, I couldn't help but notice that each of them had recently had their personal struggles dragged through the national news media. One after another the lives of these prodigies

had unraveled. Mental illness, gambling addiction or violent altercations had somehow infiltrated the lives of these athletes as they transitioned off the podium and into the 'real world'.

I remember thinking, who cares if you've got a stack of gold medals if you're completely miserable.

The conventional wisdom really does place sport on a lofty pedestal, especially as it relates to children. We're led to believe that sport has a magical ability to cure obesity; teach respect, discipline, teamwork and leadership; and generally better prepare young men and women for life as adults. But I've come to realise that sport is a tool





that functions only as well as those who use it. Sport can be a wonderful way to enhance the lives of young people, but it can just as easily transport the worst elements of society into impressionable minds.

And the outcomes that physical recreation produce are largely tied to the earliest experiences that children have with sport. If they're made to feel valued and included while challenging themselves and having fun, they're more likely to extract all the value that sport has to offer. Conversely, if a first brush with sport is accompanied by feelings of inadequacy, anxiety or fear, many kids will reach for the safety of a game controller, instead of getting outside with their mates and moving their bodies.

And it goes without saying that the culture of youth sport is heavily influenced by adults. Coaches and parents must recognise that what really matters in junior sport is not the outcomes of games. Too many parents export their own interests and passions into the lives of their children, and nowhere is this better exemplified than in the domain of junior sport.

There is little more cringe worthy than a loud and indignant parent prowling the sidelines of an otherwise pleasant pastime. Hurling abuse at referees and gesticulating wildly at children is no way to create a positive experience for anyone. And coaches who heap undue pressure on kids are missing the bigger picture – that sport is fundamentally about having fun.

Remove the enjoyment factor and sport loses its soul, slumping to just another attempt to 'fit in'

or gratify the expectations of well-meaning but confused parents. Children love to play and naturally find joy by expressing their physicality. And we humans are a highly social species, one that instinctively gravitates to teamwork and group cohesion.

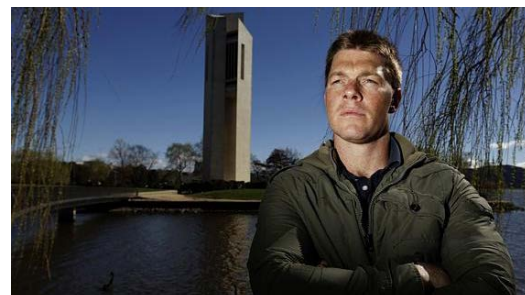
Sport can guide and foster these traits in ways that offer a lifetime of benefits to participants. But these rewards can only be made possible by the actions of strong coaches and parents who value a participation approach well ahead of numbers on scoreboards.

A desire to win at all costs is often most expensive for the very kids who need sport the most – the children who don't feel included, valued or appreciated. These kids need sport to act as a welcoming community, a place that judges them on the qualities of effort and enjoyment as much as it does on traditional ideas of sporting excellence.

Winning is important, but it requires a myopic view of the world to define winning as anything beyond maximising our potential for happiness. What could be more important?

**Clyde Rathbone**

[www.clyderathbone.com](http://www.clyderathbone.com)



# CONVERSATION NEEDED ON TRANSPHOBIA IN SPORT

**W**hile efforts to eradicate homophobia from sport are gaining traction, a leading adviser on gender identity matters says the issue of transphobia in sport is still slipping under the radar.

Speaking at a Play by the Rules forum on homophobia in sport in November 2014, Peter Hyndal said that although there had been more progress on the issue of homophobia in sport in the past 12 months, there was a lot more work to be done on issues affecting transgender people.

One of the first challenges for administrators is to differentiate the term homophobic from transphobic.

## **Broadly:**

Homophobia is vilifying someone on the basis of their sexual orientation.

Transphobia is vilifying someone on the basis of their gender identity.

Transphobia is usually associated with the umbrella term 'transgender', which refers to a person whose psychological self (gender identity) is different from their physical sex as recorded at birth. One example is someone born female, who has a male gender identity and who now lives and presents as a man. However, there are many other examples, including people who do not express

themselves as exclusively male or female.

If sports clubs are to welcome people of all genders, including transgender people, then issues of discrimination and equal access to facilities and services need to be addressed.

Many sports administrators may only become aware when a crisis arises, such as conflict over a transitioning woman using the women's toilet, or a transitioning man looking to play in a men's team. These issues don't just affect sports administrators, they also have an unnecessarily negative impact on the lives of transgender people. In fact, access to change rooms and sporting competition were the two major issues raised by transgender people who took part in 2012 research conducted by the Equality Network on behalf of Scottish sport (<http://www.equality-network.org/wp-content/uploads/2013/03/Out-for-Sport-Report.pdf>).

Beyond the policy and facility issues, survey respondents also highlighted their lack of confidence as a barrier to sports participation.

'There is a fear. You don't know till you've come out whether or not people will have a problem,' one transgender woman said.

Another respondent commented: 'I was so badly burned by the experience [I had] in sport I would have to have a great deal of support and encouragement to even consider getting back into

any sport, as the abuse I received dehumanised me: I could never court that feeling again’.

Part of the reason we don’t see these issues all the time is that the barriers are currently so large that there just aren’t many transgender people participating in sport.

**‘We need to start thinking about these issues so that we can find ways to solve this problem,’** Hyndal said.

**‘Making sports more inclusive is a win for everybody.’**

In April 2013 ABC Broken Hill reported on the expansion of the Silver City’s sporting pedigree, with Kirsti Miller becoming the first [openly] transgender footballer in the city’s history to make her debut in the local women’s Australian rules competition.

Less than two months later, following alleged transphobic remarks made against her, Miller made a formal complaint to the league and when she wasn’t satisfied with the response, took to social media to outline her case.

She sought to move to another club, yet delays with the transfer prompted Miller to comment that, ‘Apparently the new club had to run it by the other team members to see if they wanted me to be in their team and they had to put it to the board. I’ve never seen this happen to any other player so I think they’ve learnt nothing so far. If you’re a person of difference, do they have to have a vote?’

After further delays with mediation between Miller and AFL NSW/ACT over the incident, Miller told The Age newspaper her vilification case had been

mismanaged for six weeks because it was ‘new’ and ‘too hard’.

Retired league players Tom Harley and Craig Bolton were involved in the mediation, with Harley telling The Age, ‘I cannot stress enough that there is absolutely no place for any form of vilification in our game. Kirsti Miller is passionate about Australian football and deserves every opportunity to play. AFL NSW/ACT and the local league will ensure that, like every other player in the competition, Kirsti is treated with dignity and respect.’

Hyndal told the Play by the Rules forum in Canberra that Australian sport was still at the very beginning of a conversation around



transphobia in sport – a conversation that has started to happen alongside discussions of homophobia, but that also has to happen separately.

**‘The issues faced by transgender participants include systemic policy-based issues that simply don’t exist in the same way for gay and lesbian participants. Different strategies are necessary to deal effectively with these [issues],’** Hyndal said.

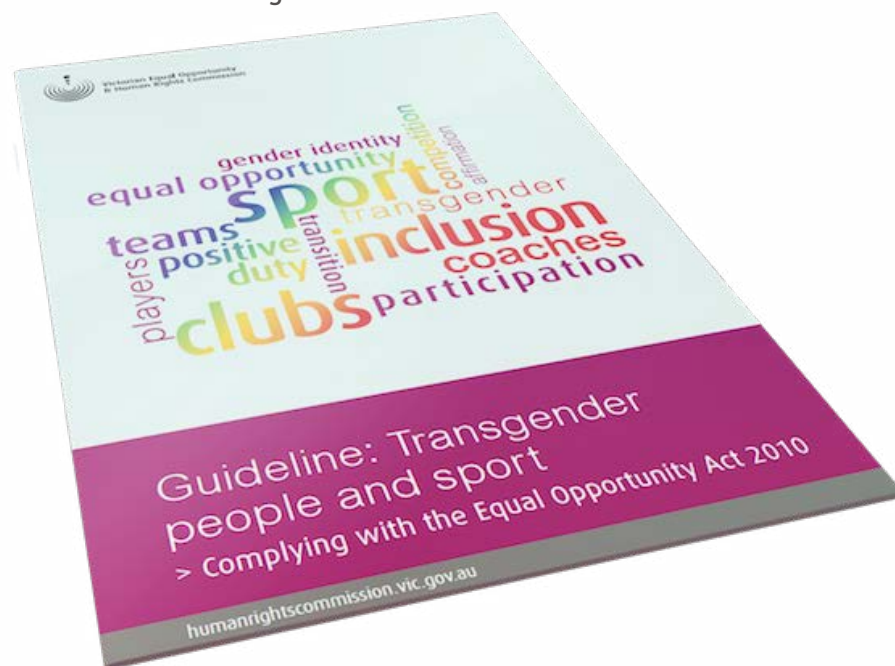
‘We’ve got a useful anti-discrimination legislative framework at the moment. What we now need to do is to try to open up a space to engage with people about what their fears or concerns are about including transgender people, and to provide reassurance and encouragement to everyone that addressing the current barriers is a necessary part of making sport fair, inclusive and for everyone.’

Proactive sports administrators should educate themselves on transgender issues, seek an understanding of the legal responsibilities they have around inclusion, and be mindful of modelling

respectful ways of engaging with transgender participants.

If that all sounds a bit overwhelming, then the Victorian Equal Opportunity and Human Rights Commission has laid much of the groundwork with its recent publication [Guideline: Transgender people and sport, Complying with the Equal Opportunity Act 2010](#). Beyond simply an examination of the legal issues around transgender inclusion, the guide debunks myths and stereotypes; defines transgender terms; provides advice on speaking with a transgender person to gain more information and understanding to help the transgender person participate; and provides case studies, policy and practice examples and decision-making flowcharts.

Also, the Australian Sports Commission, in partnership with the ACT Human Rights Commission, is currently undertaking some work in this area to help build knowledge, resources and expertise to assist sporting organisations to more effectively address issues about transgender inclusion.



Reflections on the

# SAFEGUARDING THE INTEGRITY

## OF SPORT forums

**O**n 1 June representatives from Northern Territory sports organisations and major clubs gathered to attend the Safeguarding the Integrity of Sport forum in the Michael Long Learning Centre in Darwin. The Darwin forum concluded a unique national roadshow, organised by Play by the Rules, which addressed the impact that doping, match-fixing and the use of supplements are having on the integrity of sport at a grassroots and sub-elite level.

The forums were unique in many ways, not least for the extent of inter-agency cooperation that went into staging them. Major partners were the Australian Sports Commission, the Australian Sports Anti-Doping Authority (ASADA), the National Integrity in Sport Unit (NISU) and all state and territory departments of sport and recreation. The initiative was funded via the Committee of Australian Sport and Recreation Officials (CASRO), the collective of federal, state and territory heads of sport. CASRO's support followed recommendations from the Access All Levels report, commissioned by Play by the Rules on behalf of CASRO and produced by Bluestone Edge in 2014.

The report confirmed what CASRO suspected – that doping, match-fixing and the use of supplements were no longer confined to high performance sport.

As the dust settles from the forums it is an opportune time for me, as chief organiser, to reflect on the many discussions and try to articulate some of my major take-outs.

You can view the recording of the [NSW Forum here](#).

First, I got the feeling that many people still think that while these issues are interesting and important, they are not issues that really impact on them in their day-to-day work. This, of course, was contrary to the messaging of the forums and a key reason we staged the forums in the first instance – to raise the awareness of these



issues at sub-elite and grassroots level. Undoubtedly, many people would have changed their mind as a result of the forums, but it does make me wonder what the majority of people in sport think are the burning and upcoming integrity issues and how they might deal with them at a local level.

And what's most important locally? Grassroots sport is stretched at the best of times, so how do clubs prioritise integrity issues? Is handling the behaviour of irate parents at local games more important than safeguarding against match-fixing? Is maintaining a good-practice complaint-handling process more important than implementing a supplements plan?

Another thought bubble that kept recurring during the forums was that for people in sport these issues are often hidden. They can creep up on unsuspecting sports and easily embed themselves as part of the culture. Before long it would be easy for clubs to see the use of supplements or unregulated betting as just a part of what goes on. These become the unwritten ground rules. When that happens I think we have a problem. This begs the question – who is going to stand up locally to recognise and take action against these threats to the integrity of sport? The club president? The head coach? The ground marshal? It became obvious to me in the forums that we can only tackle these threats if everyone takes responsibility. **We need to get informed, be aware and have our collective integrity radars fine-tuned to the upcoming threats. Threats we may not have seen yet but we know are coming.**

Other more specific take-outs are easy to list:

- If athletes in your club are taking supplements, and some most certainly are, then try to make sure they are getting good qualified advice appropriate to their needs. If in doubt, take a 'food first' approach to supplementation.
- There are strong reasons why sub-elite athletes dope and it's easier than ever for them to do it. If you suspect that doping could be an issue, then address it early (see ASADA resources).
- If someone turns up at your sport with an offer that's too good to be true, then it probably is! Match-fixing at sub-elite sport is huge and tied directly to criminal networks and unregulated betting. Always do your due diligence.
- The Ethical Decision-Making framework used for the forums provides sport with a practical and solid foundation to address integrity issues (see April 2015 magazine article).

The good news is that help is available now and further support in these areas is coming. Both ASADA and NISU have eLearning programs on doping and match-fixing that you can access for free. The forum video provides links to information on supplementation. The momentum of the forums will lead to more support in the months ahead, so if you want to be kept up to date regarding these developments sign up here: <http://pbtr.com.au/safeguarding>

ASADA eLearning course: <http://elearning.asada.gov.au>

NISU Keep Sport Honest eLearning: <https://elearning.sport.gov.au>

## The pregnant player: Where duty meets discrimination

**Y**ouTube was recently abuzz with images of a very pregnant Jana Pittman training for athletics the day before she gave birth to her new baby.<sup>1</sup> The relevance of her trademark bumble bee tattoo became even greater as she once again defied physics to perform amazing feats. Remaining fit and physically active for as long as possible into a pregnancy, for the health of the mother and their unborn child, is uncontroversial.<sup>2</sup>

Jana is at an advantage, as her training was individual and presumably she was monitored by specialist staff and equipment to assist in her training.

Since the decision in *Gardner v All Australia Netball Association Ltd*<sup>3</sup>, it has been widely accepted that pregnant women have the choice to participate in sport and, subject to some limited exceptions, they cannot be excluded on the grounds of their pregnancy.<sup>4</sup> There is no defence of 'reasonableness' in discriminating against a pregnant participant.<sup>5</sup>

People running a local club or association which has female adult participants will invariably face, at some stage, the issue of participation by pregnant women. In most instances individual women should be permitted to make their own decisions about participating after considering any relevant medical advice and the policies prepared by peak sporting bodies. Organisations such as Netball Australia and Touch Football Australia have sound policies about the pregnant athlete, said to be taken from the Australian Sports Commission's (ASC) recommended policy.<sup>6</sup> The ASC issued guidelines in 2002 for the management of the issue for sporting organisations.<sup>7</sup>

In some instances sporting clubs might have concerns about their liability for any mishaps because of the nature of the sport, or there might not be any relevant guidelines or policies prepared by a peak body. In these circumstances it is useful to have a general understanding of the law concerning participation in sport by pregnant women.

The law is relatively clear, but there are some grey areas. While there are examples of sport in which women are currently excluded from participating if pregnant, such as boxing<sup>8</sup>, horse racing riding<sup>9</sup> and taekwondo<sup>10</sup>, it is unlawful to prevent a woman from participating in a sporting activity simply because she is pregnant.<sup>11</sup> Yet there are cases in which it has been held that, in some circumstances, a woman owes a duty of care to her unborn child for in vitro events.<sup>12</sup> That has yet to be applied in a sporting context.

While an opposing player has no reason to treat a pregnant woman any differently from other members of the opposition<sup>13</sup>, some sporting clubs might choose to take steps to assist pregnant club members to make a well-informed decision about their own participation in a sporting activity, particularly one where participants are prone to injury.

This is consistent with the duty the sporting organisation has to any person to ensure reasonable care to prevent them from being harmed. A sporting organisation should not purport to give advice as to the risks or otherwise of playing while pregnant, as that may give rise to an action in negligence if the advice is incorrect. In some instances, sporting organisations may owe a duty of care to participants to warn of the possible risks in playing while pregnant, and encourage women to obtain their own medical advice about the effects playing may have on them or their unborn child. The decision to participate should be the mother's, and she is responsible for the health of her child.

Consequently, it is advisable for clubs to have a very clear policy that deals with participation by pregnant women, because it is not helpful to anyone if the issue is first raised when a very evidently pregnant woman arrives to play. The requirement to sign an indemnity may also lead to discrimination, depending on its wording, and an indemnity may not be successful if there was failure to take reasonable care. It would be prudent for sporting organisations to ensure that they hold current, valid, up-to-date insurance that does not contain exclusions for pregnant participants.<sup>14</sup>

The management of the pregnant athlete will continue to be perplexing, dependent upon the sport and the risks that may be associated. To prevent discrimination and still protect the athlete, the child and the organisation, the best approach at this time is to recommend the athlete work closely with, and follow the advice of, their medical practitioner in relation to the participation in the relevant sport.

Clear guidelines should be adopted by grassroots sporting organisations where the issue is likely to arise with regularity. Adapting and adopting the guidelines and policy recommended by the ASC is a good place to start.

### **Simone Pearce**

Simone is a Masters of Law student at Melbourne University, and a tutor and sessional lecturer at the University of the Sunshine Coast.

<sup>1</sup> <https://www.youtube.com/watch?v=CV8jXNOh4LY>.

<sup>2</sup> See <http://sma.org.au/resources-advice/policies-guidelines/active-women/>; Susan White, 'Banning Pregnant Netballers – Is this the Answer?' (2002) 36 *British Journal of Sports Medicine* 15.

<sup>3</sup> (2003) 197 ALR 28; the Court finding that the organisation had discriminated against the South Australian player by 'banning' her from participating while pregnant.

<sup>4</sup> Sex Discrimination Act (Commonwealth) 1984 ss 7, 7B, 7D, 22 and s 44.

<sup>5</sup> An exemption can be sought and obtained; see n4 s44.

<sup>6</sup> See n6; n5.

<sup>7</sup> Australian Sports Commission 'Pregnancy in Sport – Guidelines for the Australian Sport Industry', 2002. [www.ausport.gov.au](http://www.ausport.gov.au)

<sup>8</sup> The AIBA Technical and Competition Rules, 27 March 2012. Rule 6.10.

<sup>9</sup> AR.81G. After the first trimester of her pregnancy riding is prohibited, and during the first trimester she is required to provide to the Stewards a medical certificate that it is safe for her and the foetus for her to ride 'and that her pregnancy creates no impairment to her capacity to control a racehorse'.

<sup>10</sup> TKD Australian Taekwondo Inc. [1997] VADT 68 (9 May 1997).

<sup>11</sup> Sex Discrimination Act (Commonwealth) 1984, s 22, subject to any exemption sought and granted pursuant to s 44.

<sup>12</sup> See for example *Lynch v Lynch* (1991) NSWLR 411, 414-16.

<sup>13</sup> To simply ensure their conduct is not outside of the usual rules of the game, or what one would expect when playing.

<sup>14</sup> Including Professional Indemnity, Public liability, and Officers and Directors liability.



## AROUND THE GROUNDS

### SA

#### From Diversity Comes Innovation and Growth

Diversity is good for business and participation rates according to demographer Bernard Salt, journalist Rebecca Wilson and other speakers at the SA Office for Recreation and Sport's recent annual conference, 'From diversity comes innovation and growth'.

There are some fascinating presentations from the conference that you can view on YouTube:

<https://www.youtube.com/channel/UCcyjeZPewQeJInofsVgukbw>

### NT

#### Stay out of pipes and drains

The Northern Territory Government recently launched a confronting new advertising campaign to prevent drownings in pipes and drains this wet season.

The television commercial was shot using specialised HD cameras to give it a modern feel in order to appeal to children and teenagers. Police, Fire and Rescue, and SES volunteers also assisted with the filming, using high pressure hoses to create a real-life drowning scene.

The ad shows a young boy who falls while playing in a flooded drain. It was shot from the point of view of the drowning victim to give the commercial as much impact as possible.

You can view the commercial at <https://www.youtube.com/watch?v=8IL4rg-1xZA>

### GOLD COAST

#### Our Sporting Future

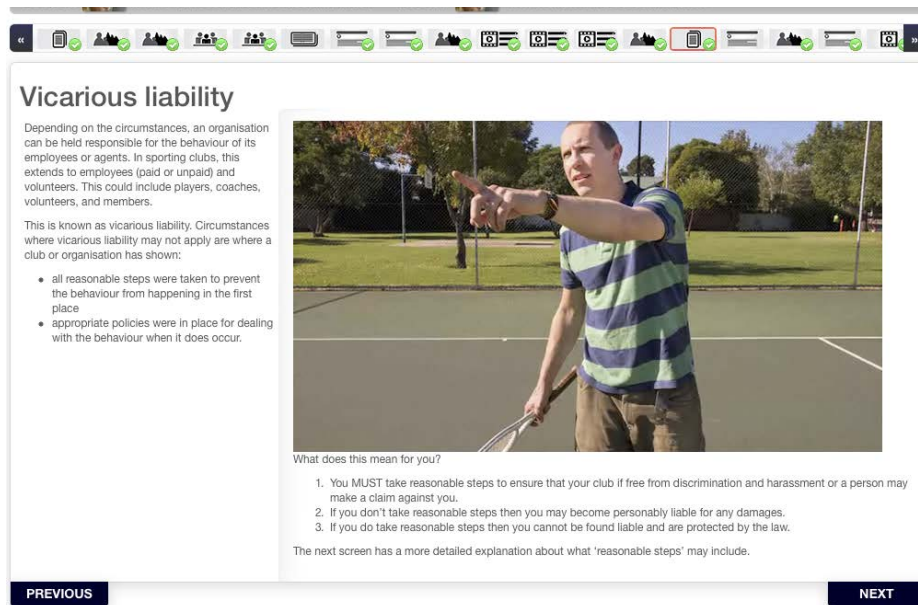
The 6th Our Sporting Future conference is being held on the Gold Coast between 21-23 October.

The conference will be valuable for leaders across Australian sport but particularly for those working in the participation space. The themes are commercialisation, participation growth and technology and innovation in sport.

For more information and to register go to: <http://www.oursportingfuture.com>



# ONLINE COURSE UPDATE




The screenshot shows a presentation slide with a title bar at the top containing various icons. The slide content is as follows:

## Vicarious liability

Depending on the circumstances, an organisation can be held responsible for the behaviour of its employees or agents. In sporting clubs, this extends to employees (paid or unpaid) and volunteers. This could include players, coaches, volunteers, and members.

This is known as vicarious liability. Circumstances where vicarious liability may not apply are where a club or organisation has shown:

- all reasonable steps were taken to prevent the behaviour from happening in the first place
- appropriate policies were in place for dealing with the behaviour when it does occur.



What does this mean for you?

1. You **MUST** take reasonable steps to ensure that your club is free from discrimination and harassment or a person may make a claim against you.
2. If you don't take reasonable steps then you may become personally liable for any damages.
3. If you do take reasonable steps then you cannot be found liable and are protected by the law.

The next screen has a more detailed explanation about what 'reasonable steps' may include.

Navigation buttons: PREVIOUS (left), NEXT (right)

## Vicarious liability

Depending on the circumstances, an organisation can be held responsible for the behaviour of its employees or agents. In sporting clubs, this extends to employees (paid or unpaid), players, coaches, volunteers and members. This is known as vicarious liability. Circumstances where vicarious liability may not apply are where a club or organisation has shown:

- all reasonable steps were taken to prevent the behaviour from happening in the first place
- appropriate policies were in place for dealing with the behaviour when it occurred.

What does this mean for you?

- You **MUST** take reasonable steps to ensure that your club is free from discrimination and harassment or a person may make a claim against you.
- If you don't take reasonable steps then you may become personally liable for any damages.

If you do take reasonable steps then you cannot be found liable and are protected by the law.

You can enroll in the free Harassment and Discrimination course here:

<http://learning.ausport.gov.au>

# RESOURCE PROFILE

## Audio clips for download

What do Cameron Smith, Nick Maxwell, Liz Cambage, Adam Freier, Drew Mitchell, Peter Siddle, Anna Meares, Archie Thompson, Matthew Cowdrey, Ric Charlesworth, Ellyse Perry, Jonathon Thurston, Anna Flanagan and Lucas Neill have in common?

They are part of a large number of high profile sportspeople who support Play by the Rules through short audio clips collected over the years. These audio clips are great to use on your own websites and resources, and are a simple way to guide people to Play by the Rules to help them learn more about safe, fair and inclusive sport.

You can find most of these audio clips in the 'Our Champions' section of the website:

<http://www.playbytherules.net.au/resources/our-champions#page-5>

We are also now uploading the audio clips into SoundCloud where you can easily download any clip you like. You can use the following link to like and share our page:

<https://soundcloud.com/playbytherules>

The screenshot shows the SoundCloud profile for 'Play by the Rules'. The profile header includes the SoundCloud logo, the name 'Play by the Rules', and the tagline 'making sport inclusive, safe and fair.' Below this, it lists 'Peter Downs' from 'Canberra, Australia' with a 'Follow' button. Two audio tracks are featured: 'Uzman Khawaja' (1 hour) and 'Cameron Smith' (6 hours). Each track includes a waveform, a play button, and social sharing icons.

# Infographic of the month

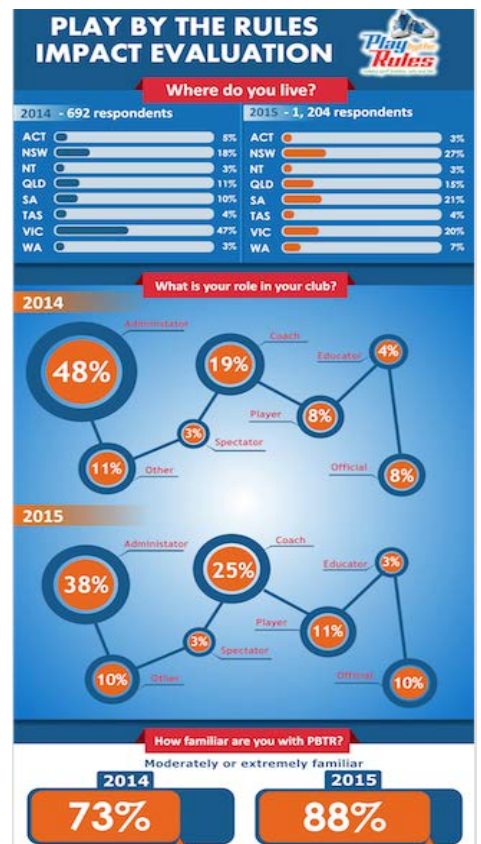
We have just completed the Play by the Rules Impact Evaluation for 2015. We had 1,204 respondents to this year's survey, so thank you to all those who took time to provide us with feedback.

The good news is that we are continuing to track very positively on all fronts. While results are similar to last year in a number of areas, there has been a swing towards 'strongly agree' in a number of the core survey questions, with very high satisfaction ratings overall.

The most common request for improvements was simply that we should spread the word about Play by the Rules to grassroots sport so more people can learn about it and benefit. Download the infographic of the impact evaluation so you can see the full results.

Download the infographic:

[http://play-by-the-rules.s3.amazonaws.com/PBTR\\_Eval.jpg](http://play-by-the-rules.s3.amazonaws.com/PBTR_Eval.jpg)



# Subscribe to Play by the Rules

We have just past the 10,000 subscriber mark for Play by the Rules. Subscription is totally free and its a great way to keep informed about safe, fair and inclusive sport issues. Please encourage your colleagues and club members to subscribe too so they can be kept up to date.

First Name:

Email:

**SIGN UP NOW**

We respect your [email privacy](#)

# BACK PAGE

## Back Issues

You can access each back issue for this magazine by visiting [this page](#) on the Play by the Rules website. All the feature articles and significant news items are listed here so you can access the resources that interest you.



## Share and spread the word

One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media ...



[Facebook](#)



[Twitter](#)



[Soundcloud](#)



## Our partners

Did you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.

