

# PREVENTION AND MANAGEMENT OF VIOLENCE AND AGGRESSION

## 1 Policy Statement

- The Dandenong and Districts Pool League Inc. (hereafter referred to as the DDPL), will not tolerate violence or physical or verbal aggression towards its members, committee or spectators.
- The DDPL would like to encourage more members to get involved in our sport and hopefully increase enjoyment and participation.
- All participants need to feel safe. Any violence and aggression is unacceptable and will not be tolerated.

## 2 Purpose

The DDPL accepts that its venues, by the very nature of the sport, hold the same potential for violence and aggression as any other sporting association.

Aggressive incidents and injury due to aggression or violence are often considered “part of the sport”. However, players, spectators, and officials have the right to be safe from aggressive and or violent behaviour.

Aggression and violence towards officials, players and spectators is not acceptable. The DDPL’s management has the responsibility to prevent and manage aggression and violence.

People exposed to aggression and or violence may be injured at the time or suffer health effects over time. This policy is to ensure the DDPL provides and maintains an environment that is safe and without risks to health.

## 3 Definition

Violence and or Aggression covers a wide range of offences. Examples include:

- Verbal abuse
- Intimidating behaviour and or bullying
- Physical threatening behaviour (with or without a weapon)
- Physical assault (with or without a weapon)
- Sexual harassment

Threat means a statement or behaviour that causes a person to believe they are in danger of being physically attacked.

Physical attack means the direct or indirect application of force by a person to the body of, or to clothing or equipment worn by, another person, where the application creates a risk to health and safety.

Assault is defined as the “direct or indirect application of force by a person to the body, clothing, or equipment worn by another where the application of force is without lawful excuse and with the intent to inflict or being reckless as to the infliction of bodily injury, pain, discomfort, damage, insult or the deprivation of liberty and results in infliction of any such consequence (whether or not the consequence inflicted is the consequence intended or foreseen)”.

Aggression can be described as one of many responses used by people in an effort to protect themselves from threats they perceive. These can be either internal or external in origin. It may be physical or non-physical, however non-physical aggression may have a greater effect on a person than an actual physical attack. Aggression may develop from unexpressed hostility or frustration, deteriorating into dangerous behaviour.

## **4 Policy**

It is the DDPL’s policy that:

- Violence and Aggression within the DDPL is unacceptable, and as such, is not to be tolerated.
- Potential for violent and aggressive episodes must be prevented where ever possible and may be averted by requesting the attendance of security or additional personnel prior to a situation eventuating in violence and aggression.
- All members and or visitors must fit the following criteria - able to control their behavior i.e. includes drugs and alcohol effected persons.
- Any players, members or visitors exhibiting violent or aggressive behaviour are also not to be accepted.
- All DDPL members must comply fully with the DDPL’s violence and aggression policy and procedures.

## **5 Control**

The following control strategies must be considered:-

- Diffusion via discussion and counseling
- Requesting co-operative behaviour
- Developing a care plan

## **6 Members Awareness**

Policy is to be distributed to all DDPL member clubs and mentioned prior to any DDPL affiliated events to inform members and visitors that violence and or aggression is not acceptable behaviour and as such, the DDPL Executive and Members will not tolerate it.

## **7 Sanctions, Discipline and Suspensions**

Members who break this policy and who display any violence or aggression are subject to discipline, suspension and expulsion.

## **8 Hearing and Investigation**

A person who is alleged to have broken this policy at a DDPL Event, including functions, has the right to a hearing.

Where the President of the DDPL (or person acting under their authority) receives information that a person to which this policy applies, may have breached this policy, would follow the DDPL's Constitution and By-Law procedures for discipline, suspension and expulsion of members. The following procedures are referred from the DDPL Constitution - 6.11 and the DDPL By-Laws - 1.3, 1.4.

- 6.11** The Executive Committee may disqualify from the DDPL or otherwise punish or penalise any member whose conduct, in the opinion of the Executive Committee is discreditable or injurious to the character or interests of the DDPL.
  - 6.11.1** Before any member is expelled or otherwise punished or penalised a Tribunal shall inquire into his conduct. The member shall be given the opportunity to defend himself and to justify or explain his conduct. Provided the majority of the Tribunal present when the matter is inquired into, is of the opinion that the member has been guilty of such conduct or action as aforesaid, then the Tribunal may expel or suspend from membership or otherwise punish or penalise him.
  - 6.11.2** Should any member fail to appear at any inquiry conducted under Clause (6.11.2) or any adjournment thereof, the Tribunal may proceed in that members' absence to conduct the said inquiry and to make its findings herein before empowered made known.
  - 6.11.3** If any member of the Tribunal is involved with the Club's concerned the Tribunal can, if required, select an arbitrator to replace him.
- 1.3** Team Managers and Captains will be responsible for the discipline and general conduct of the team. Any incidents likely to reflect on the good name of the DDPL will be brought to the notice of the DDPL Executive.
- 1.4** Any member who causes a disturbance or by way of intimidation of any nature during home and away games, finals, meetings or any functions organised by the DDPL will be brought before a Tribunal.