



Manly United Football Club

Sexual Harrassment and Innappropriate Behaviour Policy

1. Purpose

Manly United Football Club (the Club) is committed to providing a safe, inclusive and respectful football environment for all participants.

This policy sets clear expectations for behaviour, prohibits sexual harassment and inappropriate conduct, supports a safe sporting and working environment, and forms part of the Club's safeguarding and member protection framework.

Sexual harassment is not acceptable and will not be tolerated. It may also constitute a breach of Australian law and, in serious cases, may be referred to external authorities.

2. Scope

This policy applies to all Club participants, including players, coaches and technical staff, volunteers and officials, Board members, employees and contractors, parents/guardians and spectators where behaviour impacts the Club.

This policy applies in all Club environments, including training, matches, travel, camps, tournaments, Club functions and events, changerooms and facilities, online and social media, the Club workplace and any activity connected to the Club.

3. Zero Tolerance

- Sexual harassment
- Sex-based harassment
- Discrimination, including sex-based discrimination
- Hostile environments
- Victimisation

All reports will be taken seriously and addressed appropriately.

4. Definitions

4.1 Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature that a reasonable person would expect could make someone feel offended, humiliated or intimidated. This includes behaviour that is physical, verbal, non-verbal, written or online.

Examples may include sexual jokes or comments, unwanted physical contact, repeated unwanted messages or attention, comments about a person's body or appearance, sharing sexual or explicit content, or inappropriate behaviour during travel or Club events.

4.2 Sex-Based Harassment

Sex-based harassment is unwelcome behaviour based on a person's sex that is demeaning, offensive or intimidating.



4.3 Hostile Environment

A hostile environment is an environment that is sexually inappropriate, intimidating, offensive or exclusionary.

4.4 Victimisation

Victimisation is unfair treatment of a person because they make or intend to make a complaint, support another person's complaint, or participate in a complaint process.

5. Power Imbalance and Relationships

The Club recognises that certain roles carry authority and influence, including coaches, managers, senior players, staff and officials. Relationships involving a power imbalance may be inappropriate or prohibited. Behaviour may breach this policy even if it appears consensual, particularly where one person is under 18 or otherwise vulnerable.

6. Responsibilities

6.1 All Participants

- Treat others with dignity and respect
- Not engage in prohibited behaviour
- Report concerns where appropriate

6.2 Coaches, Staff and Officials

- Maintain professional boundaries
- Avoid inappropriate one-on-one situations where possible
- Use appropriate communication channels
- Act on observed misconduct and escalate concerns promptly

6.3 Member Protection Information Officer

The MPIO may receive concerns, provide information and support, explain options and refer matters to the appropriate Club contact or external body. The MPIO is not required to investigate, mediate or determine complaints.

6.4 CEO and Board

The CEO, Board or appropriately delegated person is responsible for managing complaint assessment, investigation, outcomes, governance oversight and compliance with legal and governing body obligations.

7. Reporting

Concerns may be reported to the MPIO, CEO or any Board Member. Participants may also speak to a coach or team manager for support, but coaches and team staff must promptly refer concerns to a designated Club contact.

Participants may also report concerns to Football NSW, Football Australia, the Australian Human Rights Commission, NSW Police or other authorities where appropriate.



8. Response Process

- Initial assessment of safety, seriousness and appropriate process
- Interim measures where required to protect safety and wellbeing
- Informal resolution where suitable for less serious matters
- Formal investigation where required
- Outcome, referral or disciplinary action where appropriate

Procedural fairness will be provided, subject to safety, confidentiality and legal obligations.

9. Outcomes

- Warning
- Education or training
- Behaviour agreement
- Suspension
- Removal from role or team
- Termination of employment or involvement
- Referral to Football NSW, Football Australia, police or other external authorities

10. Confidentiality, Support and Records

The Club will handle reports confidentially where possible, support individuals involved in the process and maintain appropriate confidential records of reports, investigations and outcomes.

11. False or Malicious Reports

The Club encourages genuine reporting. Knowingly false or malicious reports may result in disciplinary action.

12. Related Policies and Framework

This document forms part of the Club's Safeguarding & Policy Framework and should be read together with:

- MUFC Codes of Conduct (Player, Parent/Spectator and Coach)
- MUFC Complaints and Grievance Policy
- MUFC Disciplinary Policy
- MUFC Diversity, Inclusion and Racial Equality Policy
- MUFC Sexual Harassment and Inappropriate Behaviour Policy
- Football Australia and Football NSW member protection, safeguarding and disciplinary frameworks

13. Review

This policy will be reviewed annually or earlier if required by law, Football Australia or Football NSW.

This policy was approved by the Manly United FC Board of Directors

18 May 2026