Australian Government
Sport Integrity Australia

SPORT INTEGRITY AUSTRALIA

DARTS AUSRALIA INC. Personal Grievances Policy

DISCLAIMER: This template policy and associated drafting notes do not constitute legal advice. National Sporting Organisations should take their own professional advice regarding applicable personal grievance requirements.

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1. Definitions

Defined terms not otherwise defined in this Policy have been defined in and have the meaning given to them in the Darts Australia Inc. National Integrity Framework. In this Policy the following words have the corresponding meaning:

Personal Grievance means any type of interpersonal conflict or dispute between Relevant Persons and/or Relevant Organisations that falls short of the threshold for abuse, bullying, harassment, or sexual misconduct under the Darts Australia Inc. Member Protection Policy.

Policy means this Personal Grievances Policy including any schedules and annexures.

Relevant Organisation means any of the following organisations:

(a) Darts Australia Inc.;

(b) Darts Organisations, which includes:

  (i) Member Organisations;

  (ii) Clubs; and

  (iii) Authorised Providers, which means any non-Member organisations authorised to conduct Activities sanctioned by Darts Australia Inc. or a Member Organisation;

(c) Team, which means any collection or squad of athletes who compete and/or train in Darts; and

(d) Any other organisation who has agreed to be bound by this Policy.

Relevant Person means any of the following persons:

(a) Individual Member;

(b) Participant;

(c) Employee;

(d) Contractor;

(e) Volunteer; and

(f) Any other individual who has agreed to be bound by this Policy.

2. Purpose

2.1 Purpose of this Policy

This Policy has been adopted alongside the Darts Australia Inc. National Integrity Framework to establish a formal process for people and organisations engaging with the sport of Darts to resolve interpersonal conflicts and disputes that arise in the context of their involvement in Darts, but do not involve a breach of an Integrity Policy or other Darts Australia Inc. policy.

3. Jurisdiction

3.1 Who the Policy applies to:

This Policy applies to Relevant Persons and Relevant Organisations.

3.2 When the Policy applies

(a) This Policy applies to interactions between Relevant Persons and Relevant Organisations in their capacity as Relevant Persons or Relevant Organisations relating to their involvement in the sport of Darts.

(b) The Policy does <u>not</u> apply to the following:

  (i) a breach of an Integrity Policy under the Darts Australia Inc. National Integrity Framework;

  (ii) a breach of another Darts Australia Inc. or Darts policy;

  (iii) disputes relating to the employment of a Relevant Person;

  (iv) interactions between Relevant Persons and Relevant Organisations that are not related to the sport of Darts and/or are not in their capacity as Relevant Persons or Relevant Organisations.

4. Dealing with Personal Grievances

4.1 Steps for resolving Personal Grievances under this Policy

(a) Relevant Persons and Relevant Organisations are encouraged to attempt to resolve any disagreement or dispute that is subject to this Policy amongst themselves in the first instance.

(b) Where a disagreement is unable to be resolved directly through discussion, or one of the parties to the disagreement is uncomfortable with approaching the other party directly or is otherwise unable to do so, the matter may then be referred to the management of the Darts Organisation of the level at which the dispute occurred. For example, if the subject of the disagreement relates to interactions at local club level and the parties to the disagreement are unable to resolve it amongst themselves, it may then be referred to the management of that club.

(c) Where the relevant Darts Organisation or a member of the administration of the relevant Darts Organisation is a party to a Personal Grievance, the matter should instead be referred to the management of the Darts Organisation of the next level up. For example, if a dispute at local club level involves an individual involved in the running of the club, it should instead be referred to the relevant state-level organisation.

(d) If Darts Australia Inc. or a member of the administration of Darts Australia Inc.is a party to a Personal Grievance, the matter should instead be referred to the National Sports Tribunal and managed in accordance with the processes of the National Sports Tribunal.

(e) The Darts Organisation will appoint an independent third party to help facilitate a resolution to the dispute.

(f) The matter will be considered closed under this Policy once the facilitation process has concluded. Any ongoing issues between the parties to the disagreement must be dealt with by them in their personal capacity, unless either party engages in conduct that would amount to a breach of an Integrity Policy, which should then be handled under the Darts Australia Inc. Complaints, Disputes and Discipline Policy, or any other Darts Australia Inc. policy, which should be handled in accordance with the relevant policy.

5. Process for facilitated resolution of Personal Grievances

(a) Where a Personal Grievance is referred for facilitated resolution, the relevant Darts Organisation will appoint an independent third party to assist in resolving the matter.

(b) The individual appointed as a facilitator does not require formal qualifications as a mediator or conciliator but must have no connection with the parties or the issues involved in the disagreement and be a person who the Darts Organisation considers to be capable of facilitating a discussion to resolve Personal Grievances.

(c) The facilitator to the discussion may make suggestions about possible ways of resolving the grievance but cannot impose a resolution. The facilitation process will be concluded either when the parties agree on an outcome, or after 14 days or such longer period as agreed by all parties involved if a resolution cannot be reached.

(d) The parties must participate in the facilitated discussion in good faith.

6. Role of Member Protection Information Officers

(a) Relevant Persons are encouraged to contact a Member Protection Information Officer (MPIO) if they require advice about the options open to them or support while going through the Personal Grievance resolution process.

(b) For the avoidance of doubt, MPIOs cannot be appointed to facilitate discussions under section 5, as they are not considered to be independent.

7. National Integrity Framework

The Darts Australia Inc.National Integrity Framework does not apply to this Personal Grievances Policy but sits alongside it. When interpreting this Policy, any provisions inconsistent with the Darts Australia Inc.National Integrity Framework apply only to the extent of that inconsistency.