

Rainbow Rexes Lacrosse

Welfare Policy

This policy contains information on:

1. The behaviours we expect from our players, coaches, officials, spectators and guests for our trainings, socials, matches and events
2. The roles and responsibilities for our committee members
3. Incident reporting

Love Lacrosse the Rainbow Way

We all love lacrosse and the Rainbow Rexes Lacrosse Club [hereafter RRL] is a family of players, officials and fans who can enjoy a safe, sporting, social space whether you're a veteran or fresh to the sport.

We expect the following behaviours from all of our:

- Players,
- Coaches,
- Officials,
- Spectators
- Opposition players, officials and spectators
- Guests

[hereafter referred to as RRL People]

for all:

- Trainings,
- Socials (either hosted by or attended as a representative of RRL People)
- Matches (home and away)

- RRL hosted /co-hosted events

[hereafter referred to as RRL events]

1. Respectful - of everyone at the RRL event, this includes the way you address people, how you interact with them during a RRL event, terms you use in conversation
2. Supportive - of everyone at the RRL event, this includes ensuring everyone feels welcomed and included, and reporting any Incidents you may witness
3. Mindful - of how your behaviour could impact others, but also how you can help others engage and enjoy RRL.

We will not tolerate any behaviour that we consider to contravene the above which includes, but is not limited to:

1. Verbal or physical harassment
2. Behaviour that ostracizes any RRL people from engaging in a RRL event
3. Heckling in an aggressive or bullying manner
4. Any form of bullying

If the Committee witness or receive a report we will deal with Incident as per our policy [\[see below\]](#)

The Rainbow Rex Committee, a Lacrosse Family

The Committee is there to run the club in the spirit of our founding principles: for fun, safe lacrosse for as many people as want to join us. The Committee are in many ways the face of the club and will exhibit the behaviours we expect from our players, including:

1. Respectful - of all RRL people including fellow committee members and external stakeholders
2. Efficient - in delivering their work to meet the needs of the club with a willingness to step in when needed

3. Professional - in the way we work with each other, governing bodies (eg SEMLA, ELA, ELF) and other external stakeholders

If the Committee or any RRL people feel a Committee member is exhibiting behaviour that contravenes the above they should consider it an Incident as per our policy [[see below](#)]

What to do if something isn't right...

Despite everyone's best efforts and intentions, sometimes things will come up that aren't right and in keeping with our club's ethos. The below details what to do if you witness or experience such an Incident and how the Committee will handle it.

An Incident is defined as:

Any act that you experience or witness that contravenes the RRL behaviours, this could include:

1. Any form of bullying
2. Derogatory or inappropriate comments made relating to a RRL person's protected characteristics (age, disability gender reassignment, marriage and civil partnership status, parenting needs, race, religion, faith or belief, sex.)
3. Homophobia
4. Racism
5. Transphobia
6. Ableism

What to do if you witness or experience an Incident:

1. Report the Incident to any RRL Committee member, you may report anonymously or via a third party (for example, relay the information to a friend and ask they pass it on)
2. Try to write down as much as you can about the Incident, include:
 - a. Who was involved,

- b. When and where it took place, but don't feel you have to relive the experience.

What the Committee will do:

1. The Committee will review an Incident report within 10 working days.
2. During this period we may need to ask for further information, we can do this via a third party, and will only do this to clarify any points - this is not an attempt to devalue your statement
3. The Welfare Committee will meet to discuss the next steps, the report will be kept in confidence to as few members of the Committee as possible
 - a. The Welfare Committee will consist of 3 members: The President, the Welfare Officer, +1 other(s)
 - i. The +1 other should be either:
 1. A Committee member to whom the report was filed, or
 2. A Committee member with as little connection to the Incident as possible to maintain impartiality
 - b. The Welfare Committee will vote to take what action they see fit, possible outcomes include:
 - i. Player suspensions
 - ii. Player removal from RRL
 - iii. Mediation
 - iv. Escalation
 4. The Welfare Committee will inform the necessary parties of the outcome of their review. The accused party will be allowed 10 working days to submit a written appeal to state their case. During this time the accused party may meet with the Welfare Committee.
 5. If the accused party does not appeal any suspension, ban etc will come into force as per the Welfare Committee's decision
 6. If the accused party submits an appeal the Welfare Committee will review the statement alongside the initial report.

- a. During this period the Welfare Committee may need to ask for further information to clarify any points - this is not an attempt to devalue your statement
7. The Welfare Committee will vote to revoke, confirm or amend the proposed action.
This will be communicated to the accused party within 10 working days

All of the above will be kept in confidence, any information gathered for the sake of Incident reporting will be deleted no more than 366 days from completion of the Incident.