



maccabi **INTEGRITY**

2025



MANUAL
2025



maccabi
across Australia

WELCOME TO MACCABI'S INTEGRITY POLICIES HANDBOOK

Maccabi Australia Inc (known as **MAI**), and our member States and affiliated Clubs (together known as **Maccabi**), exist to promote Jewish identity and continuity – connecting our Jewish community through sport.

Maccabi aims to create a safe, fair, inclusive and enjoyable community environment – one free of child abuse, unlawful discrimination, harassment and bullying.

We want to ensure that every athlete, member, staff, volunteer, official and coach who participates in Maccabi activities is treated with respect and dignity and that their rights and interests are protected. Maccabi opposes all unlawful and unfair behaviours and seeks to protect all our people – and especially those who are most vulnerable – from unlawful discrimination, harassment, bullying, abuse and other inappropriate behaviours.

We also want to ensure that our activities are not affected by inappropriate use of substances, or by unfair betting-related practices.

To assist with this, we have created Integrity Policies, contained in this Integrity Handbook. These Policies outline Maccabi's vision of a culture that protects the health, safety and wellbeing of all its Participants, set out relevant legal obligations and expected standards of behaviour, and explain complaint/grievance processes that Participants can follow if they believe that those standards have not been met.

Maccabi Participants include many children, young people and vulnerable people. Recognising this, the Integrity Policies have a special focus on policies and steps that are designed to reflect current community standards regarding child protection and inclusion.

We will treat very seriously any failure to meet our standards. We may discipline anyone found to have behaved inappropriately. This might include excluding them from Maccabi activities. And, if the breach is serious enough, we may involve relevant authorities.

We require all those who participate in Maccabi activities (whether they are athletes, members, staff, volunteers, officials or coaches), and all parents of our junior Participants, to read and understand the Handbook and to be aware of their obligations to comply with Maccabi's standards of behaviour.

We are sure you will understand and will do what you can to make Maccabi an enjoyable and safe environment for all.

Jacquie Seemann
MAI Director and Chair of Integrity and Governance

CONTACT DETAILS

For further information about anything in this Handbook, please contact:

For general information about Maccabi or about integrity:

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Maccabi QLD – Josh Magnus | queensland@maccabi.com.au

To make a complaint or register a concern about a specific integrity-related issue:

National Integrity Officer – Yvonne Fayman | integrity.mai@maccabi.com.au

NSW Integrity Officer – Roger Engel | integritynsw@maccabi.com.au

VIC Integrity Officer – Leanne Faraday-Brash | integrityvic@maccabi.com.au

WA Integrity Officer – Gary Louis | integritywa@maccabi.com.au

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DOCUMENT VERSION

This version of the Handbook supersedes all previous national policies that deal with the subject areas covered in the Handbook.

The Handbook will be updated from time to time, and new versions will be published online. Maccabi Participants are expected to stay up to date with the latest version.

OVERVIEW

CHAPTER
01



CHAPTER 1 – OVERVIEW

THE INTEGRITY VISION

- To establish and maintain a transparent integrity system that applies at all levels of Maccabi in Australia.
- To establish and maintain policies and procedures that:
 - work to protect the rights and interests of all those persons who participate or are otherwise involved in Maccabi activities, with the aim of providing a sporting environment free of child abuse, unlawful discrimination, harassment and bullying;
 - explain the rights and obligations that each Participant has under relevant legislation;
 - enable Participants to complain if they believe they have been treated inappropriately; and
 - enable Maccabi to take disciplinary action against Participants who do not act in accordance with its standards.
- To provide capable and innovative leadership and arrangements that ensure that this vision is successfully implemented and maintained in an open and accountable fashion and on an on-going basis in a manner that will, as far as possible, help to unite and protect Maccabi and its people.

RESPONSIBILITIES

ORGANISATIONAL RESPONSIBILITIES

MAI, the State Bodies and Clubs have worked together to produce these policies. Each Maccabi body is expected to implement the policies and to be responsive to Participants in relation to issues arising under the policies.

PARTICIPANT RESPONSIBILITIES

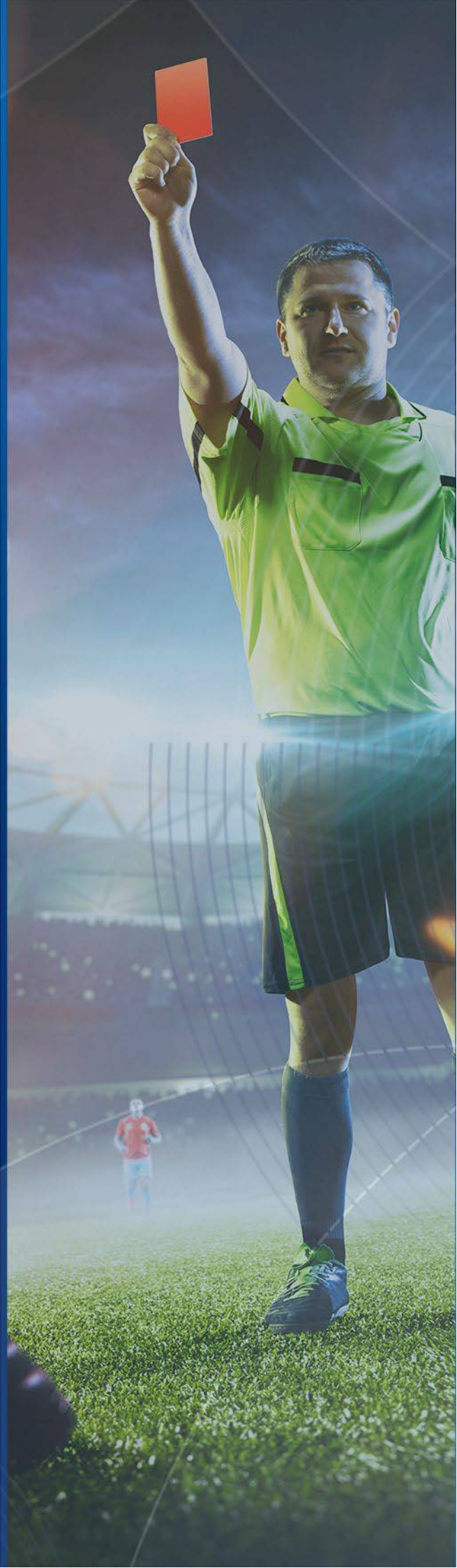
As a Participant, you must act in accordance with Maccabi's Codes of Conduct and other Integrity Policies and processes whenever you are involved in Maccabi activities, including sports competitions, events, and when travelling with Maccabi.

CODE OF CONDUCT

CHAPTER
02



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INTEGRITY



CHAPTER 2 – CODE OF CONDUCT

INTRODUCTION

Everyone who participates in Maccabi activities (**Participants**) must comply with Maccabi's Integrity Policies. These Policies are set out in detail in our Integrity Policies Handbook and are available on our website.

All Participants must also comply with this Code of Conduct, which outlines the general standards of behaviour that Maccabi requires. This Code applies both on and off the sporting field.

GENERAL STANDARDS OF BEHAVIOUR

All Participants must:

Show respect:

- treat each person as an individual and respect their rights;
- recognise and value the contribution of everyone to Maccabi, including volunteer coaches, officials and administrators who give up their valuable time to make activities happen;
- be ethical, honest, courteous and respectful;
- act with integrity and objectivity, and accept responsibility for your decisions and actions; and
- control your temper on and off the field, and do not threaten or engage in violent or physical confrontations with any other person.

Be a good team player:

- be reasonable in your expectations and demands of others;
- do not participate in, or encourage action that may jeopardise the integrity of Maccabi or any sport, including match-fixing, illegal sports betting and other corruption (see Chapter 7 below); and
- recognise that, whatever role you are playing, you are part of a team, and work equally hard for yourself and for your team. Have fun and encourage others to do the same.

Help create a safe and supportive community:

- care for others who are sick or injured and immediately report any safety issues. Be aware of, and support, policies and practices in relation to injury management and return to play;
- act in a way that:
 - protects children, young people and vulnerable people in accordance with Maccabi's Children, Young Persons and Vulnerable People Protection Policy;
 - contributes to an inclusive environment free of unlawful discrimination and harassment in accordance with Maccabi's Member Protection and Inclusion Policies;
 - complies with Maccabi's Social Media Policy;
- only touch other people if this is appropriate and necessary to the situation as set out in Maccabi's Intimate Relationships Policy; and
- comply with Maccabi's Alcohol and Other Drugs Policy.

SPECIAL STANDARDS OF BEHAVIOUR FOR DIFFERENT TYPES OF PARTICIPANTS

As well as complying with the general requirements above, be aware of the special requirements that you need to meet depending on your role:

ATHLETES

Maccabi Integrity Handbook

- understand and play by the rules;
- respect referees, coaches and other officials;
- give your best at all times; and
- participate for your own enjoyment and benefit.

COACHES AND MANAGERS

- place the safety and welfare of athletes above all else. Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate to the age and ability of Participants;
- obtain appropriate qualifications and certifications (including working with children checks as required) and keep up to date with the latest coaching practices and the principles of growth and development of young players;
- help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback;
- ensure all athletes are included and have real and reasonable opportunity to participate, regardless of e.g. their age, ability, gender, gender identity, sexuality, family responsibilities, race or cultural background and religious belief or practice;
- teach:
 - understanding and respect for the rules and for officials, and acceptance of their judgement;
 - respect for other athletes; and
 - desirable personal and social behaviours;
- remember that sport is for enjoyment, and promote fair play over winning at any cost – be prepared to lose sometimes;
- address unsporting behaviours; and
- be consistent, impartial and objective when making decisions.

PARENTS/GUARDIANS

- encourage your child to participate, do their best and have fun;
- focus on your child's effort and performance, rather than winning or losing;
- never ridicule or yell at a child or other athlete for making a mistake or losing a competition;
- help out the coach or officials at training and games, where possible; and
- model appropriate behaviour, including respect for other athletes and officials.

SPECTATORS

- respect the effort and performances of athletes; and
- respect the decisions of officials and teach children to do the same.

BOARD/COMMITTEE MEMBERS AND ADMINISTRATORS

- ensure that managers and coaches are appointed only after undertaking appropriate due diligence;
- ensure that you do not use improperly any information acquired or advantage gained from your position; and
- conduct your organisation / Club responsibilities with due care, competence and diligence.

All Participants must seek to deal with incidents, complaints and disputes in accordance with Maccabi's processes as set out in the Integrity Policies.

All Participants (and, for those under 18, their parents as well) are required to enter into a Participation Agreement – that is, an agreement with Maccabi to act in accordance with this Code of Conduct, to abide by the Integrity Policies and to be bound by Maccabi decisions about outcomes if they are found to have not acted in accordance with the rules. This Participation Agreement should be part of all Club and event member registration forms.

SAFETY & WELLBEING OF CHILDREN, YOUNG PEOPLE & VULNERABLE PEOPLE

CHAPTER
03



CHAPTER 3 – POLICY ON THE SAFETY AND WELLBEING OF CHILDREN, YOUNG PEOPLE AND VULNERABLE PEOPLE

PURPOSE

Maccabi has a zero-tolerance policy to harm, abuse and/or neglect of a Child/Young Person in any form.

Maccabi is committed to safeguarding and promoting the welfare of children/young people in Maccabi activities by providing a safe and inclusive environment and by ensuring that everyone involved in Maccabi is educated and informed of their responsibilities to protect and look after children/young people.

All Children/Young People have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children/Young People have the right to take part in sport in a safe, positive, and enjoyable environment.

This policy is part of Maccabi's protective and preventative approach to upholding its commitment to safety, wellbeing, participation and empowerment of all children/young people who participate in Maccabi activities.

The Policy seeks to ensure that everyone involved in Maccabi are aware of their rights and responsibilities in relation to children and young people. This policy sets out the standard of behaviour expected of those involved and the behaviours that are not acceptable ('Prohibited Conduct').

This policy recognises that relevant child protection legislation is in place, and that each Maccabi Representative and Maccabi organisations must comply with requirements.

PROHIBITED CONDUCT

Maccabi Representative

A Maccabi representative commits a breach of this policy when they:

- are found guilty of any breach of a relevant state or territory or Commonwealth law relating to or involving Child Abuse or Grooming; or
- either alone or in conjunction with another or others, engage in any of the following conduct either in-person, online or via any other form of telecommunication, against, or in relation to, a Child or Young Person:
 - Harmful Behaviours Towards a Child or Young Person;
 - Bullying;
 - Discrimination;
 - Victimisation;
 - Vilification;
 - request or infer that the Child or Young Person keep any communication secret from their parents/carer, or other Maccabi representative such as a coach or administrator, or Maccabi organisation (excluding ordinary peer to peer interactions between Children and Young People);
- supply alcohol, or drugs (including tobacco and e-cigarette products) to a Child or

- Young Person;
- supply medicine to a Child or Young Person, except for:
 - when permitted by law; and
 - where the Relevant Person reasonably believes that the medicine is necessary for lifesaving medical treatment; or
 - with the consent of the parent, guardian, or carer of the Child or Young Person and under a valid prescription for that Child or Young Person and at the prescribed dosage.
- do not comply with the Child/Young Person Safe Practices as set out in Maccabi's Child/Young Person Safe Practices (appendix 1) that are applicable to all Maccabi representatives.

Maccabi Organisations

A Maccabi organisation commits a breach of this policy when it:

- engages a person who does not have a satisfactory WWCC in the relevant states;
- does not confirm the validity of a Relevant Person's WWCC currency;
- does not undertake any screening measures when appointing a person to a child-related position;
- does not obtain adequate informed consent from Approved Person/s prior to any sport sanctioned transportation or overnight accommodation of Children/Young People; or
- has knowledge of and does not report a breach of prohibited conduct to a Maccabi representative.

REQUIREMENTS OF MACCABI REPRESENTATIVES AND MACCABI ORGANISATIONS

Maccabi representatives must always:

- comply with the requirements of reporting a child related concern (appendix 2)
- comply with the child safe practices (appendix 1)
- report any concerns or allegations of Prohibited Conduct involving any Maccabi representative or Maccabi organisation;
- provide true and accurate information during recruitment and screening;
- comply with all obligations that they are subject to under the relevant child safeguarding legislation; and
- comply with all legislative obligations that they are subject to in relation to reporting suspected child abuse or a WWCC.

Maccabi organisations must:

- Maccabi organisations must:
 - Child Safe Commitment;
 - Child Safe Practices; and
 Including reviewing and amending those requirements in accordance with all relevant legislation;
- ensure that all staff/volunteer WWCC numbers are valid and verified
- comply with the 'Reporting a child related concern' (appendix 2)
- recognise any sanction imposed under this policy

- take all steps to enforce any sanction imposed under this policy and Maccabi's incidents, complaints and disputes policy.

REPORTING

- Allegations of Prohibited Conduct under this Policy may be submitted to the National Integrity Manager and will be managed in accordance with the Complaints, Incidents and Dispute Policy.
- Where a Maccabi Organisation becomes aware of a potential breach of this Policy and the information known about that potential breach is such that it would cause a reasonable person to suspect that a Child/Young Person is, or is at risk of, harm or being abused and/or neglected:
 - the Maccabi organisation must comply with the requirements of 'Reporting a child related concern' (appendix 2). This includes waiting until statutory agencies have confirmed that they are either not responding to an allegation or have finalised any intervention they deem appropriate;
 - the Maccabi organisation must apply appropriate risk mitigation strategies to keep all children/young people safe while an allegation or complaint is being assessed/investigated. This may include interventions such as supervision, suspension, restriction of duties or temporary redeployment or suspension or restriction of rights, privileges or benefits.

MEMBER PROTECTION & INCLUSION

CHAPTER
04



CHAPTER 4 – MEMBER PROTECTION AND INCLUSION

Maccabi recognises that its members come from all backgrounds, abilities and identities. We strive to:

- enable all members of the Jewish community to participate in sport and active recreation;
- ensure that Maccabi reflects the diversity of the communities in which we live; and
- work towards supporting and developing staff, volunteers, boards, clubs, programs and offerings where everyone can be included.

MEMBER PROTECTION POLICY: discrimination, harassment and bullying and other behavioural issues

Maccabi opposes all forms of unlawful discrimination, harassment, and bullying. We require that our Participants do not engage in these types of behaviour towards people with whom they interact at Maccabi.

If any person feels they are being harassed, discriminated against, bullied, victimised or vilified by another person or body bound by the Integrity Policies, they should refer to the grievance and complaint handling procedures outlined in Chapter 8 of the Handbook.

DISCRIMINATION

Unlawful discrimination and harassment can include:

- treating or proposing to treat one person less favourably than another because of a particular protected characteristic ("**direct discrimination**");
- imposing or intending to impose a requirement, condition or practice which may appear to be fair but which has an unequal or disproportionate effect on people with a particular protected characteristic ("**indirect discrimination**"); or
- any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone or computer.

Requesting, assisting, instructing, inducing or encouraging another person to do something that is unlawful discrimination, or harassment may also be against the law.

Relevant **Protected Attributes (or characteristics)** covered by anti-discrimination laws across Australia include:

- sex or gender;
- gender identity/transgender status;
- sexual orientation; and
- marital status or relationship status;
- parental/family/carers responsibility and status;
- pregnancy and breast feeding;
- race or national or ethnic origin;
- age;
- disability;
- religious beliefs or activity;
- political beliefs or activity;
- social origin and social class.

Unlawful discrimination and harassment are not permitted at work (including in volunteer activities and unpaid employment); when providing sporting goods and services including access to sporting facilities; when providing education and accommodation; when selecting a person for competition or a team (domestic or international); and in relation to membership of clubs and organisations.

There are some exceptions to anti-discrimination law, including for example:

- it is permissible to hold a competitive sporting activity for a single gender in some circumstances – e.g. for particular ages and where strength, stamina or physique is relevant; and
- it is permissible not to select a person if that person's disability means they are not reasonably capable of performing the actions reasonably required for that particular sporting activity.

HARASSMENT

Harassment is any type of behaviour that is unwelcome and of a type that a reasonable person would recognise is likely to cause the recipient to feel offended, humiliated or intimidated.

Unlawful harassment is a form of unlawful discrimination – that is, harassment that targets a person based on one of the Protected Characteristics listed above.

It does not matter whether the harassment was intended: the focus is on the impact of the behaviour. The basic rule is that, if someone else finds it harassing, then it could be unlawful harassment. Harassment may be a single incident but is usually repeated. It may be explicit or implicit, verbal or non-verbal, and this includes conduct via electronic communication..

It can include behaviour such as:

- telling insulting jokes about particular racial groups
- sending explicit or sexually suggestive emails or text messages
- displaying racially offensive or pornographic posters or screen savers
- making derogatory comments or taunts about someone's race
- harassing someone (for example by teasing them or excluding them) because of their gender
- asking intrusive questions about someone's personal life.

SEXUAL HARASSMENT

Sexual harassment is harassment that involves behaviour of a sexual nature. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, display of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Some sexual harassment is serious enough to constitute sexual assault, which is a crime.

Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

VICTIMISATION

Victimisation means subjecting (or threatening to subject) a person to some form of detriment because they have:

- lodged, or are proposing to lodge, a complaint of discrimination or harassment
- provided information or documents to an internal investigation or an external agency
- attended a conciliation conference
- reasonably asserted their rights, or supported someone else's rights, under federal anti-discrimination laws
- made an allegation that a person has acted unlawfully under federal anti-discrimination laws.

An example of victimisation is a player is ostracised by her male coach for complaining about his sexist behaviour or for supporting another player who has made a complaint.

VILIFICATION

Vilification is a public act which incites hatred towards, serious contempt for, or severe ridicule of a person or group defined by race or some of the other characteristics set out above.

Racial vilification is prohibited by law. This applies to spectators, Participants or any other person who engages in such an act in public. Some States and Territories also prohibit public acts that vilify on other grounds such as homosexuality, gender identity, HIV/AIDS, religion and disability.

Public acts that may amount to vilification include any form of communication to the public and any conduct observable by the public. For example, it could be vilification to:

- send a group email containing a derogatory racist joke; or
- make contemptuous comments about gay people to a group of colleagues or teammates.

BULLYING

Bullying is defined in safety laws as repeated and unreasonable behaviour that creates a risk to someone's physical or psychological safety.

Bullying can have long-term effects on those affected, including bystanders. It has the potential to cause great anxiety and distress.

Maccabi regards bullying in all its forms as unacceptable, and prohibits bullying at or in connection with events Maccabi is involved in.

Bullying behaviour can include:

- **physical bullying:** kicking, punching, pushing, shoving, jostling, pinching or spitting; damaging or destroying someone's property; unwelcome physical intimidation, such as gestures or staring;
- **verbal bullying:** offensive or abusive comments, sarcasm, teasing, rude jokes and comments; verbally ridiculing someone's appearance, actions or beliefs; teasing, sledging or otherwise putting someone down; obscene or threatening phone calls and other forms of verbal intimidation;
- **social bullying:** excluding someone; spreading rumours or gossip or writing graffiti about someone; giving them impossible or meaningless work tasks or undermining work performance by deliberately withholding information;
- **cyber-bullying:** bullying that takes place digital devices like mobile phones, computers, and tablets Cyberbullying can occur through SMS, text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying behaviour might include:
 - abusive texts and emails;
 - hurtful messages, images or videos;
 - imitating, excluding or humiliating someone online;
 - spreading nasty online gossip and chat; or
 - creating fake accounts to trick someone or humiliate them;
- **emotional bullying:** instilling fear in someone, extortion (forcing someone to hand over money, food or other possessions), forcing someone to do your work.

Conduct that is not bullying includes:

- legitimate comment and advice, including relevant feedback, coming from an appropriate person (e.g. Club President or Coach);
- respectful conflict or disagreement; and
- children not getting along well.

Bullying may also be unlawful harassment or discrimination if it is linked to, or based on, one of the Protected **Attributes** covered by Australian laws, such as a person's age, sex, race or disability.

In some cases, bullying can be a criminal offence (including under safety laws) punishable, amongst other things, by imprisonment – in which case, it should be dealt with and reported in the same manner as any other criminal offence.

You can report incidents of cyberbullying and image-based abuse to the eSafety Commissioner at <https://www.esafety.gov.au/>

INTIMATE RELATIONSHIPS POLICY

This policy relates to intimate relationships (whether or not of a sexual nature) that develop between one person in a position of power at Maccabi and another person without that power (for example a person for whom they are responsible). An example is a relationship between an athlete and a coach or committee members.

(The policy does not affect existing adult relationships – such as marriage or other long-term relationships – between Participants.)

Intimate relationships where there is an imbalance of power can be a cause for concern, because of the potential for:

- harassment, abuse or exploitation
- compromising morale and giving rise to accusations of favouritism
- a negative impact on Maccabi's public image.

It follows that Maccabi Representatives should avoid entering into intimate relationships with other Participants, except if they are confident **both** that there is no imbalance of power, **and** that the other person genuinely consents to the relationship.

If you consider that someone has developed, or is seeking to develop, an inappropriate intimate relationship with you, you should raise your concerns in accordance with the guidelines outlined in this Handbook.

SOCIAL MEDIA POLICY

Maccabi uses public media as a tool aimed to benefit our community and the sports and activities we are involved in. We want our Participants' use of social media to contribute this, in a culture of openness, trust and integrity. This policy is designed to assist in achieving these goals.

This policy is applicable to you if you are:

- using social media as an officially designated individual representing Maccabi on social media; and/or
- posting on social media while wearing or displaying uniform or attire that would reasonably create an association with Maccabi, or might make you appear to represent Maccabi; and/or
- posting content on social media in relation to Maccabi that might affect Maccabi's activities, services, events, sponsors, members, clubs, affiliated bodies or reputation.

This policy does not apply to the personal use of social media that is not related to Maccabi in any way. However, any misuse of social media may still be regulated by other Maccabi policies or rules – for example, it might indicate a breach of another Integrity Policy.

Using social media in an official capacity

You must be authorised by Maccabi before engaging in social media as a representative of Maccabi.

As a part of Maccabi's community, you are an extension of the Maccabi brand, and it is important that you represent both yourself and Maccabi appropriately online at all times.

You must not create either an official or unofficial Maccabi presence using the organisation's trademarks or name without first getting written approval from Maccabi. You must not use any of Maccabi's intellectual property (such as trademarks, logos or slogans) or imagery on your personal social media without first getting written approval from Maccabi.

Guidelines

You must adhere to the following guidelines when using social media related to Maccabi, even if you are not officially representing Maccabi (e.g. if you are commenting on someone else's post in your personal capacity):

- use common sense;
- protect your privacy and the privacy of other people;
- gain permission when publishing a person's identifiable image (and, if the image is of a child, the permission should come from a parent or guardian);
- be honest and upload any material under your real name;
- use disclaimers where necessary;
- respect confidentiality and sensitivity;
- comply with applicable laws, including copyright laws
- do not use any Maccabi logo or other intellectual property without first getting written permission
- do not post any material that is offensive, harassing, unlawfully discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate
- keep in mind that what you write is your responsibility, and failure to abide by these guidelines could put your position at risk.

INCLUSION

ALL ABILITIES POLICY

Our policy on sport for persons with a disability envisages equal opportunity and active participation for all persons with a disability in Maccabi across Australia to the full extent of their abilities and interests. Maccabi welcomes participation from all members of the community, regardless of their abilities. We seek to provide opportunities to include people with disability in our clubs in both playing and non-playing roles to the greatest extent that we can. We aim to eliminate inappropriate and unlawful discrimination or harassment in all Maccabi Clubs that is based on any participant's physical or intellectual disability.

We will endeavour to make our Clubs as accessible as possible, taking into account the ability of individuals involved and the type and level of competition they wish to join (e.g., junior versus senior competition and social versus pennant).

We aim to:

- put people first, focus on what they can do and find out how they can and want to participate;
- ask each Participant or their parent, guardian and/or carer (if they are a child or do not have the capacity to make an informed decision) for advice about what modifications would help them to participate;
- where reasonably possible, make adjustments to coaching, equipment, rules or playing environment and modifications to club premises (e.g. putting in a ramp);
- be honest and explain if certain modifications or adjustments are not currently reasonably possible and discuss the hurdles that prevent participation;
- communicate with people and share information in appropriate ways and formats;
- make sure people of all abilities are accepted, welcomed and included in Maccabi social activities where possible and are recognised for their contribution and achievement;
- provide information about other options for participation outside Maccabi; for example, letting people know about sports that are primarily or only for people with a disability, or clubs where major modifications have been made to increase opportunities for participation;
- recognise the role every person plays to make Maccabi a success. Success is not only measured by the on-field result but the feel and atmosphere of the Club e.g. that its members and supporters recognise that it is an inclusive Club.

In this context:

- you are expected to treat all people with respect and not to discriminate unlawfully, whether directly or indirectly, against people based on their physical or intellectual disability; and
- if you have, or your child has, a disability, please:
 - tell Maccabi what we can do to help include you in the Club that you wish to be involved with;
 - understand that Maccabi will try to make any necessary adjustments or modifications where reasonably possible; and
 - talk to Maccabi if you have any concerns or ideas, to help us make our Clubs more inclusive.

PREGNANCY POLICY

Maccabi strives to provide an inclusive and welcoming sporting environment for pregnant women involved in any of Maccabi's activities. You are expected to treat pregnant women with dignity and respect and to remove any unreasonable barrier, or disadvantage to their participation in sport.

While many sporting activities are safe during pregnancy, there may be particular risks that apply in some circumstances. Those risks will depend on the nature of the particular sporting activity and the particular pregnant woman's circumstances.

Maccabi recommends that a pregnant woman wishing to participate in any sporting competition consults with medical professionals, to become aware of the facts about pregnancy in sport, to be able to make informed decisions about participation.

Maccabi's approach to pregnancy will sometimes be limited by the rules and regulations of a governing body that regulates the activities of a particular sport.

GENDER DIVERSITY POLICY

Maccabi expects all our Participants to treat people who identify as transgender or gender diverse equally and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. Any unlawful discrimination or harassment against a person who identifies as or is thought to be transgender, intersex or gender diverse is not to be tolerated.

Maccabi recognises that the exclusion of transgender people from participation in sporting events and activities has significant implications for their health, wellbeing and involvement in community life.

MAI recommends that Maccabi State Bodies and Clubs aim to facilitate all athletes to participate in the sport of the gender with which they identify.

Maccabi also recognises there is debate over whether a male to female transgender person obtains any physical advantage over other female Participants. This debate is reflected in the divergent discrimination laws across the country. Maccabi's approach to transgender issues will sometimes be limited by these laws, and/or the rules and regulations of a governing body that regulates the activities of a particular sport. If issues of performance advantage arise, advice should be sought on the application of the rules and regulations of the particular sport involved.

Maccabi recognises that gender diverse persons may wish to be referred to by specific pronouns in face- to-face or written communication, and this must be respected at all times.

ALCOHOL & OTHER DRUGS

CHAPTER
06



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INTEGRITY



CHAPTER 6: ALCOHOL AND OTHER DRUGS

ALCOHOL, PRESCRIPTION, NON-PRESCRIPTION AND ILLICIT DRUGS

At all events arranged by Maccabi:

- the principles of responsible service and consumption of alcohol must be followed when any alcohol is consumed, including that light alcohol, water and soft drinks must always be available;
- wherever possible, food should be made available when alcohol is available;
- service of alcohol must be denied to anyone under the age of 18 years;
- Maccabi officials must ensure responsible transport policies are applied; and
- appropriate persons must attend to ensure appropriate practices are followed.

Additional recommendations

- Alcohol should not be served at events focused on/with a large contingent of junior athletes (e.g. Junior Carnival opening ceremony, MAI-run athlete parties at international games with a junior delegation).
- It is preferable that gifts given on behalf of Maccabi are not alcohol.

DRUGS AND ANTI-DOPING POLICY

Maccabi condemns doping as fundamentally contrary to the spirit of sport and to the essential principles of fairness, respect, responsibility and safety.

The purpose of this policy is to protect athletes' fundamental right to participate in doping-free sport and thus promote health, fairness and equality for athletes worldwide.

You must:

- Comply with all relevant legislation, as well as the Constitution, rules and bylaws of your relevant sporting association in relation to the use of illicit and performance-enhancing drugs and substances;
- Remain drug-free and not use any illicit or performance-enhancing substances;
- alert club officials with any concern about illegal drug use within the club;
- take full responsibility for what you ingest, use and possess and accept that ignorance of this policy is not an excuse for an alleged anti-doping rule violation, and will not mitigate culpability in sanction;
- not use any drugs and performance-enhancing substances that are included on WADA's Prohibited List of banned substances;

- attend any anti-doping education program as directed by the relevant Maccabi State Body or their Club as is appropriate;
- where requested by your relevant Maccabi State Body or Club, undergo a drug test carried out by a properly accredited drug testing organisation;
- assist and cooperate with your relevant Maccabi State Body, your Club and any of their authorised agents in the conduct of any anti-doping enquiries, testing or hearing that they may reasonably request in ensuring adherence to this policy and/or compliance with any other relevant anti-doping laws or rules (as they may exist from time to time); and

You agree that if you fail to comply with this policy, your membership or engagement with Maccabi may immediately be terminated or suspended without further notice on such terms and conditions as Maccabi may reasonably determine.

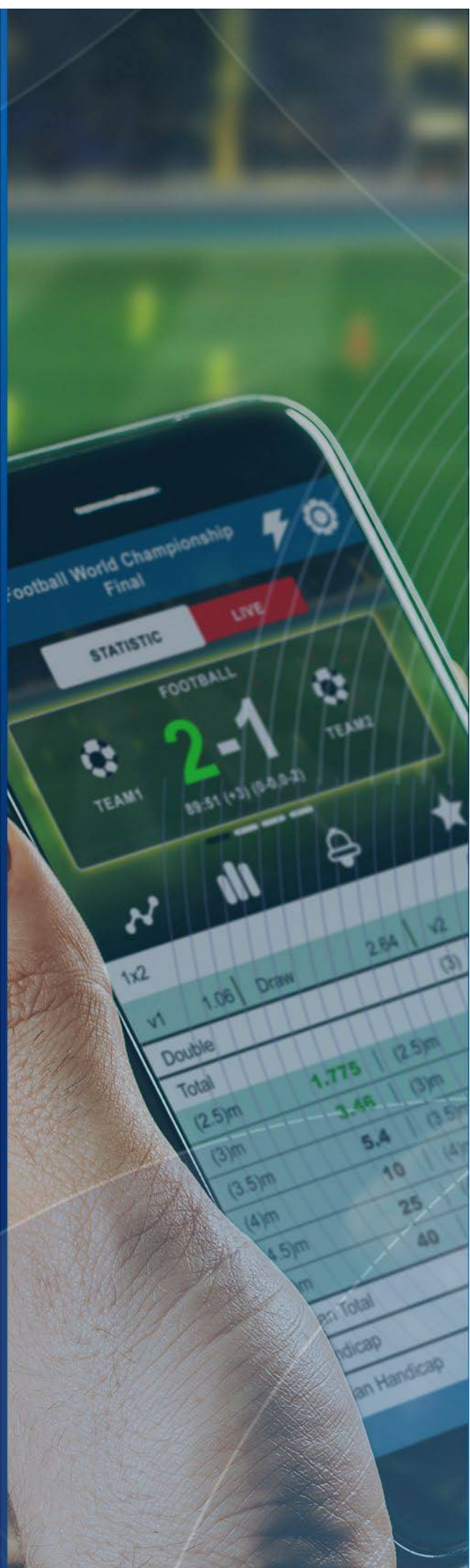
SMOKING AND VAPING

At all events arranged by Maccabi:

- Participants may not smoke or vape at or near any sporting event or competition;
- all social functions must be smoke-free;
- the laws of each state must be followed with regards to vaping and e-cigarette usage.

COMPETITION MANIPULATION & SPORT WAGERING

CHAPTER
07



CHAPTER 7 - COMPETITION MANIPULATION AND SPORT WAGERING POLICY

Introduction

The manipulation of sporting competitions and related activities undermines the integrity of sport. Manipulating sporting competitions can also be a crime punishable by law.

This kind of conduct is contrary to Maccabi's values, and Maccabi does not permit its Participants to engage in this kind of conduct.

In this context, this Policy sets down certain types of conduct which are prohibited, including types of conduct which Participants must report to Maccabi Australia. Through this Policy, Maccabi Australia aims to ensure that its values, good reputation and positive behaviours and attitudes are maintained.

Prohibited Conduct

Maccabi Participants are prohibited from, either alone or in conjunction with any other person/s, and directly or indirectly, from doing (or attempting to do) any of the following ("**Prohibited Conduct**"):

- a) participating (whether by act or omission) in improperly altering the result or the course of a sporting activity in which Maccabi in any form is participating, with the aim of removing all or part of the unpredictable nature of the activity, in order to obtain any kind of benefit (including but not limited to a financial or other property benefit) for themselves or others. This includes by:
 - i) direct, pre-meditated or planned interference with the natural course of any activity (or element of an activity); or
 - ii) providing modified or false personal information about an athlete;
- b) providing or receiving any benefit that might reasonably be expected to bring the Participant or Maccabi into disrepute;
- c) betting, or entering into any other form of financial speculation, on any sporting activity connected with Maccabi, whether or not they are participating in the activity;
- d) disclosing inside information (that is, any information connected to the conduct, management or organisation of a sporting event that is not generally available which, if it were generally available, would, or would be likely to, influence a person's decision about placing a bet or otherwise wagering or gambling, other than as required as part of their official duties);

- e) accepting any benefit to incite, cause or contribute to any breach of this Policy;
- f) facilitating, assisting, aiding, abetting, encouraging, inducing, covering up or otherwise being complicit in any Prohibited Conduct.

Obligations

Reporting

A Participant must, if permitted by law, promptly notify a Maccabi Integrity Officer if the Participant:

- a) is charged, or arrested by a law enforcement body in respect of Prohibited Conduct;
- b) knows or reasonably suspects that another person has engaged in Prohibited Conduct; or
- c) has been approached to engage in Prohibited Conduct; or has received or is aware or reasonably suspects that another person has received, actual or implied threats of any nature in relation to any past or proposed Prohibited Conduct.

A Participant may notify Maccabi anonymously if they have a genuine concern that someone will retaliate if their identity is known. A Participant who makes a report anonymously is responsible for keeping a record that will allow them to confirm that they have met their reporting obligations.

Information sharing

If required by law enforcement agencies, Maccabi may share information (including personal information) relating to any incident of Prohibited Conduct or to prevent, identify or investigate alleged Prohibited Conduct.

DEALING WITH INCIDENTS, COMPLAINTS & DISPUTES

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08



CHAPTER 8 – DEALING WITH INCIDENTS, COMPLAINTS AND DISPUTES

INTRODUCTION

Maccabi aims to take all complaints and disputes seriously and deal with them in a fair, timely, transparent, and effective way. Where possible, we also aim to resolve complaints and disputes by agreement between the people involved in a co-operative and productive manner.

In some cases, particularly if there is a suspected breach of the law and/or concerns about child protection, Maccabi will refer the complaint to appropriate authorities/agencies.

Maccabi aims to address complaints in a manner that maintains confidentiality as far as possible and will seek to ensure that no one is victimised for making, supporting, or providing information about a complaint during the complaint handling process.

Maccabi Representatives at all levels are expected to deal with incidents, complaints and disputes in accordance with this Chapter.

WHAT TYPES OF INCIDENTS, COMPLAINTS AND DISPUTES ARE COVERED BY THIS POLICY?

Complaints or disputes might be about, for example:

- an alleged breach of the Code of Conduct or another Integrity Policy;
- alleged conduct which brings (or is likely to bring) any part of Maccabi into disrepute; or
- an alleged failure to comply with a penalty given or direction given during a disciplinary process.

Where appropriate, these guidelines may also be used to handle complaints that are not covered by this Handbook. However, generally, Maccabi will not use these guidelines to manage:

- complaints about personal grievances and disputes that are not related to integrity issues; or
- some complaints about the behaviour of players/athletes during a sporting competition, if these need to be dealt with by the relevant sporting Association – for example, if the conduct involves a player/athlete from a non-Maccabi club.

Complaints and/or grievances may be brought by a Maccabi Participant or a member of the public. It is not important whether someone has 'officially' or 'formally' reported a complaint – once the issue has come to Maccabi's attention, Maccabi will need to respond to it.

Maccabi might act proactively to deal with an issue of this type even if no one has made a complaint.

If the issue involves an alleged breach of child safety standards or other criminal conduct, Maccabi may need to report it to relevant authorities.

It is important to identify what the issue is, so that Maccabi can identify who should handle it. Just because something has 'gone wrong', doesn't mean it is automatically an integrity issue.

HOW TO MAKE A COMPLAINT

A person or organisation can make a complaint, and it should be submitted to a Maccabi Integrity Officer (club, event, state or national).

Complaints should have the following:

- be in writing, a Maccabi complaint form is available on the website ([link](#));
- identify which policy has been breached;
- it should have as much information as possible (relevant details) and if there are any witnesses, please supply their contact details

A Complaint Form may be submitted by a parent or guardian on behalf of a Vulnerable Person.

Anonymous complaints can be submitted, and Maccabi will take the complaint seriously, though it can make it difficult to progress the matter. Maccabi complaints remain confidential, and information will not be forward to the other parties without consent, if unless it is a possible criminal offence and then it will be report to the appropriate authorities.

If the complaint relates to an allegation of child abuse or a situation involving a child at risk, it is to be reported immediately to a Maccabi Integrity Officer. A Child Safety Report ([here](#)) needs to complete and submitted within 24 hrs of the initial report.

When deciding if the matter is an integrity issue and/or how to deal with it, the State Integrity officers can be consulted for advice at any stage.

COMPLAINT PROCESS

All complaints are important to us. We aim to take them seriously without taking sides.

On receiving the complaint, it is as assessed as to what and how a policy has been breached, and it is determined how the complaint should be managed and by who. Maccabi encourages for complaints to be managed at the level that they are reported. However, this is not always possible.

In a situation where a complaint may need to be escalated or referred to someone else if there is:

- an actual or perceived conflict of interest;
- an issue where the Integrity officer is one of the parties involved;
- an issue that involves allegations of child abuse;
- an issue that involves alleged criminal conduct
- an issue that the Integrity Officer does not feel confident or has the capacity to handle; or
- an issue with the potential to damage Maccabi reputation or community standing.

To assist in the assessment, complaints are managed under Maccabi's Complaint Categorisation ([link](#)). It will assist in determining an appropriate means of dealing with the complaint. Complaints are categorised into three levels based on the nature of the alleged conduct, the possible level of harm and complexity of the issues raised in the complaint. Each matter is considered on its merits in light of these categories.

The three complaint categories are:

- Low – minor allegations and mostly involve a mistake, misunderstanding or an absence of intent to harm.
- Medium - complaints that involve breaches of the integrity policies, may involve the risk of moderate or reasonable harm, or repeated, more severe or more complex low-level allegations.
- High – matters that involve criminal behaviour and/or immediate risk of harm, and includes child abuse, sexual abuse and includes sexual misconduct. It can also include more severe medium level allegations.

Under each of these categories come a recommended disciplinary action that will provide a clear message that the behaviour was unacceptable, thereby acting as a deterrent. Some disciplinary actions can include:

- requiring a verbal and/or written apology;
- requiring counselling or training to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by a Club;
- suspension or termination of membership, employment contract, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently; and/or
- any other form of discipline that Maccabi considers reasonable and appropriate.

CONFIDENTIALITY AND RECORD-KEEPING

Whether a complaint will be kept confidential will depend on factors including:

- the nature of the complaint;
- its seriousness; and
- what the person making the complaint seeks to be achieved about the issue(s) raised.

Maccabi will generally not disclose the names of any of the parties involved or the particulars of the allegations to other parties, unless the consent of the parties has first been obtained. However, the general nature of the complaint may be disclosed.

In many circumstances, disclosure may be necessary in order to ensure that the complaint can be dealt with properly and fairly. Further, if Maccabi has to investigate the complaint made, or if it must refer the complaint to external agencies (such as the relevant child protection agency or police), it may not be possible to maintain confidentiality.

Maccabi will record the complaint, the steps taken to resolve it and the final outcome. Maccabi aims to store all reports relating to a complaint including any decision handed down by a Tribunal in a confidential and secure place.

We recommend keeping a record of all incidents, in case it needs to be referred to in future. Clubs are encouraged to maintain an incident log which may include seemingly minor issues.

Sometimes, if the complaint involves a person outside Maccabi such as a player from another non-Maccabi team, it may be appropriate for a Club or Integrity Officer to refer the complaint to an

external person or body, such as the sports association running the competition in which a Maccabi team is playing.

DEFINITIONS

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CHAPTER 9 – DEFINITIONS

Anti-Doping Declaration	Any declaration about compliance with anti-doping regulations that MAI provides to a Team Member
Athlete	Anyone who plays/competes at or for Maccabi
Bullying	Repeated and unreasonable behaviour that creates a risk to someone's physical or psychological safety.
Child	A person under the age of 18. In some states and territories, a 'child' is someone under 12 or 16, and a 'young person' is someone over those ages but under 18.
Child abuse	Any behaviour that harms a child (in this case anyone under 18). It can take many forms, including physical, sexual and emotional abuse, as well as neglect and exploitation.
Club or Affiliated Sports Club	Any club that is affiliated with any Maccabi State Body.
Coach	Any coach, trainer or instructor employed or volunteering at any Maccabi Club or sanctioned Maccabi event.
Complaint	Is an allegation or information that an individual has breached a Maccabi Integrity policy or Maccabi's code of conduct.
Complainant	A person who participates in Maccabi activities or a member of the public
Compliance Officer	A committee member who ensures that the club is integrity compliant
Cyberbullying	Bullying through information and communication technologies.
Direct Discrimination	Treating or proposing to treat one person less favourable than another because of a particular protected characteristic
Discrimination	Discrimination means treating one person less favourably than another or subjecting a person to disadvantage.
Disability	An umbrella term for any or all of an impairment of body or cognitive structure or function, a limitation in activities, or a restriction in participation. Disability is a multidimensional concept and is considered as an interaction between health conditions and the environment.
Doping	The occurrence of one or more of the anti-doping rule violations set forth by the World Anti-Doping Agency.

Emotional Abuse	<p>Any act by a person having the care of a child that results in the child suffering any kind of significant emotional deprivation or trauma. Children affected by exposure to family violence are also included in this category.</p> <p>It can occur when a parent, caregiver or other person in authority or with power damages the confidence or self-esteem of a child or young person, resulting in serious emotional disturbance or psychological trauma.</p>
Gender diverse	An umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender nonconforming and many more.
Gender identity	The gender related identity, appearance or mannerisms or other gender related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth.
Grooming	Is when communication or conduct is linked to facilitating the involvement of a Child in future sexual behaviour with an Adult
Harassment	Any type of behaviour that is unwelcome and of a type that a reasonable person would recognise as likely to cause the recipient to feel offended, humiliated or intimidated.
Illegal drug	A substance that is not permitted to be taken or used according to state or national laws such as cannabis (marijuana), amphetamines (speed and "ice"), ecstasy, cocaine, heroin and a range of new psycho-active substances known as synthetic drugs.
Indirect Discrimination	Imposing or intending a requirement, condition or practice which may appear to be fair, but which has an unequal or disproportionate effect on people with a particular protected characteristic.
Intersex	<p>'Intersex status' is a protected attribute. It means the status of having physical, hormonal or genetic features that are:</p> <ul style="list-style-type: none"> • neither wholly female nor wholly male • a combination of female and male, or • neither female nor male. <p>The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person born with a variation in sex characteristics may identify as a man, woman, neither or both.</p>

Integrity Officer	A person who deals with complaints, can be at club, state or national level.
LGBTQI	An acronym for lesbian, gay, bisexual, transgender, queer/questioning and intersex. It is used to refer collectively to these communities.
Maccabi	Variously means and includes Maccabi Australia Inc ("MAI"), State Representative Members and their affiliated Clubs.
Maccabi Activity	Maccabi competitions, matches, training and/or events organised, controlled or sanctioned by Maccabi Australia
Maccabi Representative	<ul style="list-style-type: none"> • a Club or State or National officer bearer; • a volunteer; • a coach or assistant coach; • a support person (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers, etc); and • an official or other person participating in any teams, events and activities, including camps and training sessions, conducted or sanctioned by MAI, any State Body or any Club.
Manager	Any person volunteering or employed in a position of management, responsible for the control or administration of tasks and activities within any Maccabi affiliated club or sanctioned Maccabi event and includes assistant manager.
Member	A body or person who is a member of MAI, any Member Association or an Affiliated Club and includes Life Members.
Neglect	Any serious acts or omissions by a person having the care of a child that, within the bounds of cultural tradition, constitutes a failure to provide conditions that are essential for the healthy physical and emotional development of a child.
Non-binary	A term used to describe a person who does not identify exclusively as either a man or a woman.
Official	A volunteer or paid Maccabi coach, manager, Youth Leader, committee or board member, and anyone serving any other official function including in relation to Maccabi operations, finance, administration, medical or allied health, media, safety and security or integrity.
Participant	Anyone who takes part in a Maccabi activity, including athletes (and, for junior athletes, their parents), coaches, managers, and Club, State and National officials.

Peer / Sibling Abuse	When a child or young person uses their power, to engage a child in unwanted sexual contact or activity causing serious or violent physical and/or emotional harm.
Physical Abuse	Any non-accidental physical act inflicted upon a child by a person having the care of a child.
Police check	A national criminal history record check which may be conducted as part of a pre-employment or current employment background check on a person.
Problem Solving	Is designed to give people an opportunity to make a complaint, to a Compliance Officer/Integrity Officer, about the conduct of another individual, group or organisation.
Prohibited Conduct	participate (whether by act or omission) in improperly altering the result or the course of an Activity in order to remove all or part of the unpredictable nature of the Activity to obtain a benefit for themselves or others
Pronouns	A grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender neutral pronouns, such as 'they/ them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.
Protected Attributes (or characteristics)	<ul style="list-style-type: none"> • age; • disability; • gender identity/transgender status; • marital status or relationship status; • parental/family/carer responsibility and status; • pregnancy and breast feeding; • race or national or ethnic origin; • religious beliefs/activity; • sex or gender; • sexual orientation;
Sexual abuse	<p>Any act by a person, having the care of a child that exposes the child to, or involves the child in, sexual processes beyond his or her understanding or contrary to accepted community standards.</p> <p>occurs when a person uses power or authority over a child to involve the child in sexual activity and when the child's parent or caregiver has not protected or been able to protect the child -CP policy</p>

Sexual harassment	Harassment through behaviour of a sexual nature.
State Representative Member or State Body	A State or Territory association or organisation that is affiliated to MAI – that is, currently, Maccabi NSW, Maccabi VIC, Maccabi QLD or Maccabi WA.
Transgender (commonly abbreviated to 'trans')	A general term used to describe a person whose gender identity is different from the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics.
Transition or affirmation	The social, medical or legal steps that a transgender person takes to affirm their gender identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy. People can transition as children or as adults. Each transition is different.
Victimisation	Subjecting or threatening to subject a person to some form of detriment because they have lodged, proposed to lodge, or have been involved in providing information for a complaint of discrimination or harassment.
Vilification	Public acts which incite hatred towards, serious contempt for, or severe ridicule of a person or group defined by protected characteristics.
Vulnerable person	<ul style="list-style-type: none"> • a child, including a young person; or • an individual aged 18 years and above who is or may be unable to take care of themselves or is unable to protect themselves against harm or exploitation by reason of age, illness, trauma or disability, or any other reason.
WWCC or Blue Card	A State/Territory based mandatory pre-employment and/or volunteering screening check. It is designed to help protect children from harm from adults who intend to work or volunteer in positions in which they have contact with children and young people. It checks a person's criminal history for serious sexual, serious violence or serious drug offences and findings from professional disciplinary bodies.
Young person	Someone under the age of 18. In some states/territories, there is a legal differentiation between a 'child' (up to 12 or 16) and a 'young person'.

RESOURCES

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CHAPTER 10 – RESOURCES

There are many external organisations which can assist you in handling issues. Below are some of these organisations, or you can **go to the MAI integrity page** for a comprehensive list.

CHILD PROTECTION

Government Child Abuse Prevention Service Helpline | 1800 688 009

The relevant government reporting hotlines for each state are:

New South Wales	Child Protection Helpline	132111 TTY 1800 212 936
Queensland	Child Safety Services	Southeast: 1300 679 849 Southwest: 1300 683 390 Far North QLD: 1300 684 062 North QLD: 1300 706 147 North Coast: 1300 703 921 Brisbane: 1300 682 254 After hours (all areas): 1800 177 135
Victoria	Department of Families, Fairness and Housing	North: 1300 598 521 South: 1300 555 526 East: 1300 360 452 West: 1300 360 462
Western Australia	Department for Child Protection	1800 273 889

SEXUAL ABUSE AND TRAUMA

Advocates for Survivors of Child Abuse | 1300 657 380 | www.asca.org.au

Blueknot | 1300 657 380 | www.blueknot.org.au

Child and Adolescent Sexual Assault Counselling | (02) 9750 0500 | www.casac.org.au

CHILDREN

Childwise | 1800 991 099 | www.childwise.org.au

Australian Childhood Foundation | 1300 381 581 | www.childhood.org.au

Kids Help Line | 1800 55 1800 | www.kidshelpline.com.au

DISABILITY

Disability Services Commission | 1800 677 342 | <http://www.odsc.vic.gov.au/>

National Disability Abuse and Neglect Hotline | 1800 880 052 | hotline@workfocus.com

SUICIDE AND MENTAL HEALTH

Australian Jewish Psychologists Inc | www.ajp.org.au

Beyondblue | 1300 224 636 | www.beyondblue.org.au

Lifeline | 13 11 14 | www.lifeline.org.au

FAMILIES AND RELATIONSHIPS

1800 MYLINE | 1800 695 463 | www.theline.org.au/get-help

1800 RESPECT | 1800 737 732 | www.1800respect.org.au

Family Helpline | 1800 643 000

Family Relationship Advice Line | 1800 050 321

EATING DISORDERS

The Butterfly Foundation | 1800 33 4673 | <https://thebutterflyfoundation.org.au>

JEWISH COMMUNITY SUPPORT

Jewish Care NSW | 1300 133 660 | www.jewishcare.com.au

Jewish Care The Front Door | (03) 8517 5999 | www.jewishcare.org.au

JewishCare WA | (08) 9275 6743

OR CONTACT YOUR MACCABI REPRESENTATIVES:

INTEGRITY AND GOVERNANCE SUBCOMMITTEE AND STAFF

The **I&G subcommittee** is responsible for reviewing Integrity policies and processes and making recommendations to the MAI Board about Integrity issues. The subcommittee includes representatives of each State body, as well as legal and psychology professionals.

The **Chair of the I&G subcommittee** sits on the MAI Board and reports to the Board on a regular basis – they can be contacted at integritychair.mai@maccabi.com.au.

The **National Integrity Manager** is the MAI staff member responsible for the Integrity function and is also your connection to the I&G subcommittee. The **National Integrity Manager is Donna Olbourne** – she can be contacted at integritymanager@maccabi.org.au.

MACCABI INTEGRITY OFFICERS (MIOs)

Maccabi's MIOs are available to provide general guidance on how the Integrity policies work, and to help Clubs and Maccabi Participants who want to understand their options for dealing with issues and complaints. They can also refer issues to a Maccabi Tribunal.

The current MIOs are:

National Integrity Officer - Yvonne Fayman – integrity.mai@maccabi.com.au

NSW Integrity Officer – Roger Engel – integritynsw@maccabi.com.au

VIC Integrity Officer – Leanne Faraday-Brash – integrityvic@maccabi.com.au

WA Integrity Officer – Gary Louis – integritywa@maccabi.com.au

QLD President – Josh Magnus – queensland@maccabi.com.au



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