

▶ NO PLACE FOR BULLIES:  
**CREATING BULLY  
FREE ENVIRONMENTS**

▶ BYSTANDER INTERVENTION PROJECT  
**TACKLING RACISM**

TACKLE RACIAL VILIFICATION BY SUPPORTING BYSTANDERS TO TAKE ACTION. AN INTERVIEW WITH LES BEE (FOOTBALL FEDERATION VICTORIA)

▶ WHAT ARE MEN DOING ABOUT  
**SEXISM IN SPORT**

PLUS - PLAY BY THE RULES GOES MOBILE AND RESPONSIVE; NEW SUN PROTECTION KITS AND POLICY GUIDELINES; WHAT TO DO WHEN YOU ARE COMPLAINED ABOUT AND MUCH MORE IN THE FIRST EDITION OF THE PLAY BY THE RULES ONLINE MAGAZINE



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IAS

## THE EDITOR

What a great pleasure to bring you this first edition of the Play by the Rules bi-monthly magazine. The idea behind the magazine is to bring you news and views on issues that impact on safe, fair and inclusive sport - focusing on grass roots sport. These issues can be extremely diverse as you will see in the issues ahead. There will be regular features including articles on contemporary sport issues, interviews with people at the coal face of Australian sport and news items from around the country. As we embark on this journey we'd really like to hear from you. What would you like to see in future editions? What are the issues that you are concerned about and you think impact on how safe, fair and inclusive sport, in your backyard, is? So, please take a couple of minutes to let us know by completing a short reader survey -

[https://www.surveymonkey.com/s/pbtr\\_mag](https://www.surveymonkey.com/s/pbtr_mag)

In the meantime, enjoy this first edition and do not hesitate to share it around your friends and colleagues.



**Peter Downs**  
Manager - Play by the Rules

Please 'Like', 'Follow' and 'Subscribe' - a great way to support safe, fair and inclusive sport and keep up to date





## “handy toolkit for sun safety”

The Cancer Council NSW has developed a handy toolkit of resources designed specifically for sun safety in sporting organisations. The resources can be tailored and endorsed by different sporting codes. They include a sample sun protection policy, a 10-step sun protection checklist and a range of inserts for newsletters and online content that can be adapted to each sport. There is also a sample Sun Protection Policy and some very useful newsletter/online content that you can edit and adapt to your own circumstances. Should save you some time!

Simply go to [this link](#) to access the Sun Protection resources for sporting organisations.

# KEEP SPORT HONEST

Australian Government  
National Integrity of Sport Unit

## Keep sport honest

HOME GET STARTED FAQ'S

### Keep Australian sport honest.

This e-learning program is designed to help you understand what match-fixing is, its consequences, how to recognise it and report it. There are four different modules to complete. At the end of each, there will be a short quiz to help you understand each section. To pass, you must achieve a score of 100%.

Once you have successfully completed the modules you will know how to effectively keep Australian sport honest.

[Get started](#)

## MATCH FIXING COURSE

To find out more about the *Keep Sport Honest e-learning course* [go here](#).

DID YOU KNOW THAT THERE IS AN EXCELLENT E-LEARNING COURSE AVAILABLE DESIGNED TO HELP YOU UNDERSTAND WHAT MATCH-FIXING IS, IT'S CONSEQUENCES, HOW TO RECOGNISE IT AND REPORT IT? Developed by the National Integrity of Sport Unit there are four different modules to complete. At the end of each, there are short quizzes to help you understand each section. Think that match fixing doesn't effect your sport? Well, the

Australian Crime Commission Report 'Aperio' in 2013 drew a clear link between organised criminal groups and match fixing as these groups see opportunities to make money by manipulating elements of a sporting fixture. There are increasing reports that this is not just a professional sports issue and that these groups are starting to influence grass roots sport. Never, a better time to increase your understanding of match fixing in sport.



Now you can access all your Play by the Rules resources via your mobile and/or tablet. Three good reasons why this is significantly cool:

**ONE.**

No matter where you are now - in the gym - on the playing field - you can find resources that can help you NOW.

**TWO.**

On average around 12% of users access their favourite websites via mobile - this is growing at a fast rate. We are ahead of the game!

**THREE.**

Easy to show your colleagues and sport friends on your phone or tablet all the good stuff at your fingertips.

# PLAY BY THE RULES GOES MOBILE AND RESPONSIVE



**“**  
**WHAT HAPPENS WHEN SOMEONE COMPLAINS ABOUT YOU?**  
**”**

**Y**ou don't have to look much further than the recent Ashes series in Australia to see that for all its focus on appropriate conduct, sportsmanship, inclusiveness and fair play; sport is not immune from complaints. Handling complaints is never easy, but how much harder is it when the complaint is about you? Anytime you pour your energy and emotions into something it can be painful when someone complains. Fact is, that many people find it hard to understand why someone has complained about them. The feeling of 'the innocent victim' is not uncommon. It often leads to frustration and can easily blow a situation out of proportion as emotions run high. After all, sport is an emotional thing? So, how should you react when someone else complains about you? While there's no easy answer to this it might help to see five basic principles to help you avoid

making the matter worse or failing to resolve the issue in a satisfactory way. Play by the Rules has produced an info-graphic that you can use to remind yourself of these five principles. You can read more about this and download the info-graphic. These are the basic principles:

- Cooperate** - be positive rather than angry.
- Commit** - to acting toward a solution.
- Avoid digital solutions** - email can easily make matters worse.
- Learn** - if it happened again, what would you need to do differently?
- Ask** - yourself 'what do you think a better option would have been?'

Download the 'What Happens' [info-graphic here](#)

## SEXISM STILL A COMMON 'ISM'

*"One of my favourite analogies is that most gynaecologists are men, so obviously you don't have to know and understand what it's like to have a female body in order to be an expert in one"*



# SEXISM STILL THE 'ISM' MOST PROMINENT IN SPORT

In the last throes of 2013, accomplished sports commentator Gabby Logan temporarily replaced Gary Lineker to host the popular British football television show Match of the Day prompting a wave of viewers taking to social media to vent their fury that a woman should be presenting a 'man's sport'.

While the less vitriolic theme of their exchanges was that a woman 'didn't belong on Match of the Day' others questioned how they could continue to watch the show if a woman was 'analyzing a man's game'.

The fact that Logan was an experienced sports reporter with a long history of family involvement

with the sport was lost on many. Logan did have the final say, tweeting, "Love hosting MoTD when GL has a day off. And through twitter I have learnt tonight that I AM A WOMAN! Rushing home to tell my husband."

### THE LAST LAUGH??

Logan may have had the last laugh, but cases such as these are not confined to Britain. Australian sport too has a long history of its own inglorious moments. More than 30 years ago Kate Fitzpatrick became the world's first female cricketing commentator on television when she joined the Nine Network team. Such was the public reaction to her appointment that Fitzpatrick recently

wrote in an online article 'Me the Gabba and Kerry Packer': "Thank God social media hadn't been invented. People baying for my blood on the front pages of every newspaper in the country for ten days in a row was bad enough. I can only imagine what the troll twits would have said."

Fast forward to January 2014 and the appointment of A-League football commentator Mel McLaughlin to host the Big Bash commercial television cricket broadcast brought social media comments thick and fast. Some were positive and acknowledged McLaughlin's experience in football reporting, but right alongside them comments such as: 'Women have no place commenting on men's sports',



and ‘...something just doesn’t feel right with me when a woman is commentating men’s sport’. Other women in positions of authority have also felt the wrath of social media. When Kelli Underwood became the first woman to call AFL on commercial television in 2009 she endured comments such as: “It’s football, played by men. Why do I need women infiltrating every part of my life?” Some women in positions of authority in sport have argued that sports are businesses that have major influence in communities and have an obligation to not tolerate prejudice among members and to steer towards gender equality and not reinforcing stereotypes.

Heather Reid who this year marks her 10th anniversary as CEO of Capital Football still endures ‘appalling comments’ from ‘certain members of the community’

**“It is amazing that in this day and age people continue to be surprised when women are appointed to a position supposedly only for men”**

she said. “And the arguments are always the same ... that she’s not qualified, that she’s never played the game.”

“One of my favourite analogies is that most gynaecologists are men, so obviously you don’t have to

know and understand what it’s like to have a female body in order to be an expert on one.”

## TACKLING THE ‘ISMS’

She says sports have gradually been working to tackle many of the ‘isms’—ageism, racism and homophobia—but sexism is still a constant. She adds that rise of social media has provided another challenge to the rise of women in positions of authority in sport, citing an incident last year when a Capital Football Twitter feed was mirrored on an unauthorised site and described Reid in gutter language. She took action to shut the account down. Reid has also been labelled the ‘serpent queen’ by social media trolls for actions that she has taken to uphold decisions of the Board.

“What people can’t understand is that it is my job to act on these decisions for the organisation, I am not the organisation,” she said, “And these people using social media find it necessary to use my gender as the basis for their arguments. They do it believing that social media affords them a cloak of anonymity.”

She says the best approach is not to buy into it. Although her organisation monitors some social media, it represents such a small percentage of the comments being exchanged in the virtual world that at some point it a line needs to be drawn about responding to every comment. Reid says she weathers the backlash with the support of her colleagues from the President down



to the organisation’s employees and urges other sports to ensure their support networks are also strong. While there is no one-off solution to these challenges, [Jacqui Oatley](#) who was the first female commentator on Britain’s Match of the Day almost a decade ago says it is important that the next generation of sports fans grow up seeing and hearing women in every role in sport to a point where they become nonchalant about a woman calling a match. “People are used to hearing men’s voices ... I don’t think that sports editors and bosses are saying: ‘Oh no, we’ve got to make sure we only recruit male commentators for tennis or cricket’. I don’t think that at all. I think people are quite keen to have diversity, different types of commentators. But I don’t think [girls] are necessarily being encouraged to believe that commentary is something they should aspire to, and that’s something I’d like to see changed.”

Thanks to Heather Reid at Capital Football.

See a brilliant BBC documentary [‘Kick Out Ugly Sexism from the Beautiful Game’](#).

# BYSTANDER

## INTERVENTION PROJECT

new ways to tackle racism in sport

Les Bee is Talent Development Coordinator for Football Federation Victoria (FFV) and is the driving force behind a VicHealth funded project to empower bystanders to take action on racial vilification in sport. Play by the Rules caught up with Les recently to quiz him about the project and to find out a little more on this innovative approach to combat racial vilification.

**Les, can you tell us briefly what the Bystander Intervention Project (BIP) is all about?**

The BIP is about raising the awareness of racial vilification and to elicit a response from bystanders - people who are watching the game, coaches, spectators, parents, players, referees etc.

**In these early stages of the project what do you think some of the issues might be?**

The major issue will be raising the awareness to a level where people are actually prepared to do something. When you work with new referees sometimes

the hardest thing to do is to get them to blow the whistle in the first place. This is getting people to blow the whistle in a different context but taking that step where they say 'I need to do something'.

**What do you hope some of the results of the project might be?**

Step 1 is greater awareness. Step 2 is more people taking action. That might create an increase in the number of incidents that are reported. Long term we'd like to think that these issues are dealt with locally and that it improves the culture at club level where people participate.

**How big an issue do you think it is?**

I think it is bigger than the number of reports that we get. I think there are a lot of incidents that are left to drift by rather than be addressed. That's probably because people are either oblivious to it, disregard it or are reluctant to take action.

**Why do think people don't report more issues?**

I think one reason would be that people fear that they would be

**BYSTANDERS  
PLAY A CRUCIAL  
ROLE IN  
COMBATING  
RACIAL  
VILIFICATION IN  
SPORT**



abused themselves. So that if they stand up then someone would jump onto them and start abusing them. Second, I think there is a perception that it is just part of the game. 'Sledging' and 'trash talk' seems to be accepted unfortunately. Perhaps another thing is the feeling 'well, what can I do', what difference would it make if I say something? People are not empowered to take action on these issues and lack confidence.

**This is essentially a cultural change program. These are notoriously difficult to maintain and measure. What**

**do you think are some of the measurable benchmarks for this program?**

I think there will be an increase in the number of incidents that are reported. The cultural change for me would be that the competitive environment is a better place to be long-term. That there is no vilification of any sort and there is a much more family friendly environment to be in. Cultural change takes a long time. It's a big task but it has to start somewhere.

Many thanks to Les Bee for his time and input into this interview. The Bystander Project is supported by VicHealth and is currently under development.

What would you do if you heard a racial remark? How would you react? Would you tell anyone, if so, who? Let us know at [manager@playbytherules.net.au](mailto:manager@playbytherules.net.au).



**Les Bee**  
Talent Development - Football Federation Victoria.

# NO PLACE FOR BULLIES

## CREATING A BULLY FREE ENVIRONMENT IN SPORT

WAYNE GOLDSMITH /  
HELEN MORRIS



There is no two ways about it: bullying has no place in sport. What is bullying? It's all about power!

**POWER:** At the core of most bullying is the issue of Power: one person or a group of people trying to exert power – physical, emotional, psychological – over another;

**OPPORTUNITY:** Bullies will seize upon an opportunity for bullying. One athlete by him/herself, a smaller or younger athlete, someone who looks or acts different for example may appeal to bullies as potential targets;

**WEAKNESS:** Bullies look for signs and signals of potential weakness in others which in turn provides them with an opportunity to apply intimidation, discrimination and harassment;

**ENVIRONMENT:** Bullying will flourish in teams and even communities which do not value safety, security and responsible behaviour;

**RESPECT:** Everyone deserves respect and to life

without fear.

Why does bullying happen? Bullying happens when the need for using power to intimidate and harass another person meets the right opportunity to use it!

It is often difficult to clearly understand why someone or a group of people will engage in bullying behaviour but at the heart of it is difference: physical, gender, racial, social, socio-economic, sexuality, disability or even being different in appearance can illicit bullying behaviour.

How do you recognise a bully and bullying behaviour? Bullies come in all shapes and sizes. Not all bullies are the stereotypical physical giants of movies and TV.

Bullying behaviour can be incredibly varied. It can include:

- physical bullying
- hitting
- pushing
- spitting
- kicking
- emotional bullying
- name calling
- teasing
- social bullying
- social exclusion
- starting and perpetuating rumours
- putdowns

Drawing attention to a physical difference or disability Creating fear, stress and anxiety Threatening (e.g. threats of physical violence). Bullying can be done in a variety of ways, e.g. directly – person to person intimidation or indirectly through texting, the internet and social media. One thing is certain. Regardless of the actual bullying behaviour if coaches, athletes and parents

If you recognise a bully and bullying behaviour, what action should you take? Here are some tips for coaches about how to take the appropriate action if bullying is taking place in your team:

1. First and most important. STOP THE BULLYING from occurring;
2. Listen to both parties involved – give everyone a fair and reasonable chance to put their side of the story;
3. Ask some questions to help you gain a full understanding of the situation:
  - a) Was this a one off occurrence or has it been ongoing?
  - b) Were there any witnesses?
  - c) Who exactly was involved and what exactly did they do?
  - d) When and where did it happen?
4. Refer the matter to the Team's Disciplinary Council or if you don't have one, form a committee of three people to work through the issues in a fair and reasonable manner;
5. If after establishing all the facts there is clear evidence of bullying, adopt a zero-tolerance approach and remove the bully / bullies from the team.

### How can you create an environment where bullying is unlikely to take place?

The most important step in eradicating bullying from your team is to educate all athletes, coaches, parents and staff about the issues.

1. Have clear and fair “zero-tolerance” policy to bullying which every athlete, coach, parent and staff member is aware of and supports;
2. Have a clear and fair process in place to deal with bullying issues in the team, e.g. a Team Disciplinary Council which can hear evidence, listen to the views of the people involved and apply the appropriate consequences and penalties.



3. Have a clear and widely available document which details the consequences of bullying;
4. Conduct regular team education sessions which include open discussions about bullying and harassment;
5. Include some anti-bullying resources in your team diaries, team induction materials etc.

**Wayne Goldsmith is a world renowned coach, performance manager, writer, sports consultant and motivator. His coaching, thinking and teaching has influenced some of the world's leading athletes.**

**For more great articles related to coaching, check out Wayne's website [www.sportscoachingbrain.com](http://www.sportscoachingbrain.com).**

# MAIL &



This page will be dedicated to answering your questions related to safe, fair and inclusive sport and to hearing about local programs that have made a difference. So we want to hear from you. At Play by the Rules we get a lot of inquiries and questions. We hear about some great local initiatives. Sometimes the issues and questions raised are very contextual and specific to a situation at the local level. It's difficult to answer these type of questions in a national publication such as this. As you can imagine!

So for this section we will do our best to answer your questions but do try to keep them general and addressing broader issues to do with safe, fair and inclusive sport. So what might they be?

Well, you might simply want to tell us about a local program that you think has promoted some aspect of safe, fair and inclusive sport. We like good news stories! What made it successful? What might you do different next time?

You might have had to deal with a complaint at your club or have recent experience in harassment and discrimination issues. What questions did this raise and how did you cope?

On a more positive note - perhaps you are looking for resources to deliver an education program for club officials or volunteers. So maybe we can steer you in the right direction? We have a lot of resources at your fingertips at Play by the Rules or we know where you can access them.

Maybe you have questions about the online courses or the interactive scenarios on Play by the Rules?

Whatever you want to tell us or if you have a question, we're all ears!



**PLEASE SEND US YOUR QUESTIONS  
- WE WANT TO HEAR FROM YOU.  
SIMPLY GO TO THIS PAGE -  
[PLAY BY THE RULES MAIL](#)**

Australian New Zealand Sports Law Association (ANZSLA) is excited about providing a regular column on legal issues in sport for the Play by the Rules magazine.

ANZSLA is a non-profit association dedicated to providing education, advocacy and networking opportunities on legal issues in sport to the Australian and New Zealand sporting industries.

Formed in 1990, ANZSLA now has over 400 members of lawyers, administrators, academics, students and government representatives. Membership of ANZSLA is open to anyone with an interest in sport.

ANZSLA membership offers many benefits, such as:

- 1 access via the ANZSLA website to the latest sports law news, research information, past conference papers, member contact details and other useful information;
- 2 the ANZSLA Commentator newsletter which contains a case and legislation digest, as well as articles on topical and sometimes controversial issues relevant to lawyers



and administrators in the sports industry;

- 3 fortnightly Sports Shorts e-newsletter;
- 4 the annual ANZSLA conference, which is one of the leading annual conferences in the world focusing on legal issues in sport. ANZSLA membership entitles members to a substantial discount on attending the conference;
- 5 the Australian and New Zealand Sports Law Journal, the only peer reviewed publication of its type in the Australasian region; and
- 6 networking opportunities at ANZSLA regional events.

ANZSLA is proud of its position as the pre-eminent sports law association in the Australasian region and its reputation

throughout the world for its quality sports law publications and conferences.

As part of ANZSLA's ongoing and successful association with Play by the Rules, ANZSLA will provide a column for the Play by the Rules magazine that discusses current issues in sports and law. Topics for forthcoming newsletters will include:

- Bullying laws and sports;
- An update on national integrity in sports reforms; and
- Discrimination laws and private sporting organizations.

**If you have any questions about ANZSLA or wish to suggest topics for forthcoming articles, please visit [www.anzsla.com](http://www.anzsla.com) or contact us at [anzsla@anzsla.com](mailto:anzsla@anzsla.com).**

## AROUND THE GROUNDS

### GOVERNANCE, DIVERSITY AND OPPORTUNITY: Are you on Board?

**Hilton, Adelaide, 233 Victoria Square, Adelaide  
- April 7th**

There is a great line up of speakers for the Women in Sport Conference to be held in Adelaide in April. The MC will be Katrina Webb OAM and there will be a mixture of presentations, panel discussions and case studies from across the country looking at issues that impact governance of sport and gender diversity.

To register: <http://www.recsport.sa.gov.au/>

### MEMBER PROTECTION INFORMATION OFFICER COURSES

Member Protection Information Officers (MPIOs) play an important role in ensuring sport is safe, fair and inclusive. MPIOs are the first point of contact for many sports clubs and associations for any person considering making a complaint under the sport's Member Protection Policy. The MPIO training has two elements - an online pre-requisite course and a face-to-face workshop. Course participants are usually nominated from their respective sport association or club.

Upcoming MPIO face-to-face workshops include:

**ACT - Thursday 27th February (contact Kathy Mumberson, [kathy.mumberson@act.gov.au](mailto:kathy.mumberson@act.gov.au))**

**NSW (Sydney) - Wednesday 26th March  
(contact Shannon Dixon, [shannon.dixon@communities.nsw.gov.au](mailto:shannon.dixon@communities.nsw.gov.au))**

**NSW (Glenn Innes) - Sunday 30th March  
(contact Richard Webb, [richard.webb@communities.nsw.gov.au](mailto:richard.webb@communities.nsw.gov.au))**

**QLD (Tingalpa) - Monday 3rd March (contact Jo O'Neill, [jo.o'neill@nprsr.qld.gov.au](mailto:jo.o'neill@nprsr.qld.gov.au))**

**WA (Perth) - Wednesday 12th March (contact Thomas Nicol, [thomas.nicol@dsr.wa.gov.au](mailto:thomas.nicol@dsr.wa.gov.au))**

### KICK-START YOUR SEASON WITH SPORTS STUFF - Share in \$5000 worth of sporting goods and services

A brand new grass roots sports supply directory is about to launch - called **Sports Stuff**. The online directory will give grass roots sport clubs and associations instant access to a wide range of sports goods and services that previously you would of had to search individually for.

As part of the launch they are giving away \$5000 of sports goods and services - to enter simply go to [www.sportsstuff.org.au/5000/](http://www.sportsstuff.org.au/5000/)



# ONLINE COURSE UPDATE



**T**here is a lot of information and resources on the Play by the Rules site.

Sometimes it's easy to miss some of the 'golden nuggets' that lurk in the background yet would really benefit a lot of people in sport.

One of those nuggets is undoubtedly the Complaint Handling course that sits on the online learning platform with the Harassment & Discrimination, Child Protection and Member Protection Information Officer courses. The Complaint Handling course is suitable for anyone and everyone with either an interest or a direct involvement in the complaint handling process.

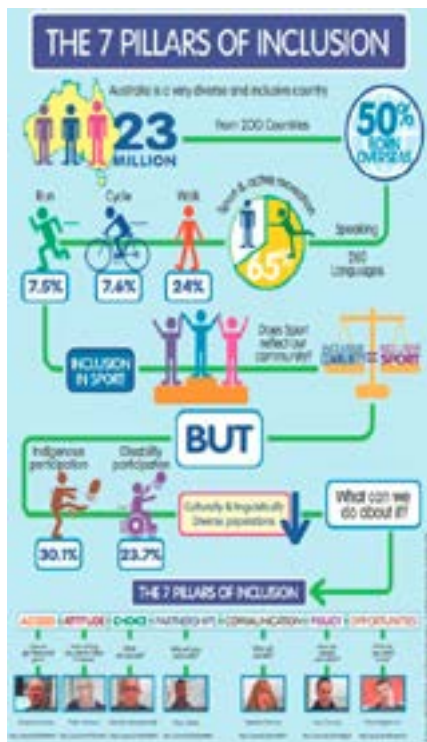
It is not tailored to a specific role in sport, but is detailed enough to give you a really good grasp of what a complaint handling process should look like. There are seven modules to the program - **Complaint Handling Introduction, Complaint Resolution Procedures, Member Protection and the Law, Listening and Responding Effectively, Meeting with a Contact, Ethical and Practical Considerations and Nipping it in the Bud.**

**As with all the Play by the Rules courses it is completely free. You can enrol on the course [from this page.](#)**

## DID YOU KNOW

*That there is a free Complaint Handling online course available through Play by the Rules?*

# RESOURCES



[7 Pillars of Inclusion Info-graphic](#)

If you want to promote safe, fair and inclusive sport then you are in the right place! We have a lot of general promotional material and specific information about our courses and templates. On this page we will showcase our resources and promotional material and give you direct links to the right spot in Play by the Rules to access them.

We have templates, guidelines and promotional material such as posters, postcards and promotional booklets. We have videos, motion-graphics and info-graphics. We have toolkits and factsheets.

So, in all likelihood, if you are looking for some resources to use in your club, we'll have it. We are constantly revising and updating these and in constant 'production mode' as new products and services come to fruition. In the future expect to find more audio-visual material here with interactive and responsive elements so that you can access and use them from any device. If you have an idea about a future resource that you would find useful please do let us know - you can email your suggestion direct to [manager@playbytherules.net.au](mailto:manager@playbytherules.net.au). Thanks.





Play by the Rules provides free information, resources, online training, promotions and campaigns aimed at ensuring everyone involved in sport can do so in an enjoyable, safe environment free from harassment or bullying.

## PBTR Postcards

Grab yourself some of the PBTR Postcards - there's a selection with different messages - [click here](#).

[www.playbytherules.net.au](http://www.playbytherules.net.au)

Play by the Rules is supported and funded by federal, state and territory government agencies.

## Quick Reference Guide

**QUICK REFERENCE GUIDE**  
essential resource to help you find local support - [click here](#)



Making your sport  
*safe, fair and inclusive*



## Promotional Booklet

12 page booklet you can use to inform and educate about Play by the Rules - [click here](#)



### Working With Children Checks

Western Australia

#### Legislation

The Working with Children Check (WWC Check) is a compulsory criminal check for many people who work with children under the age of 18 years in Western Australia. It was established by the Working with Children (Criminal Record Checking) Act 2004 (the Act) and

**WORKING WITH CHILDREN CHECKS** Factsheets - [click here](#)

paid employees  
students on placement



# BACKPAGES



**D**id you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.



▶ THE PLAY BY THE RULES MAGAZINE



**Play by the Rules**  
making sport inclusive, safe and fair.

Issue 1 / February / 2014

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//SAFE/FAIR/INCLUSIVE/SPORT//

**SEXISM IN SPORT**

**TACKLING RACISM**



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Keep up to date with safe, fair and inclusive sport by subscribing to the Play by the Rules Magazine. It comes out every two months - it's free to subscribers and will arrive direct to your inbox. Just click on the image and sign up - it's that easy!



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magazine

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