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**2020**  
**Sport Clubs**  
**Handbook**  
V1.2020

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## 1. INTRODUCTION

RMIT is a global university of technology, design and enterprise and is Australia's largest tertiary institution. The University enjoys an international reputation for excellence in practical education and outcome-oriented research.

RMIT exists to create transformative experiences for our students, getting them ready for life and work, and to help shape the work with research, innovation, teaching and engagement. RMIT embraces the task of extending the benefits of a fast-innovating, high-skill knowledge economy to our whole community and our world. We are dedicated to helping shape a new urban and industrial renaissance in the global economy. We are driven by impact and focused on the challenges and opportunities emerging around us.

RMIT University values and encourages diversity, its programs are open to people from all walks of life and social backgrounds. RMIT Sport clubs must be accepting and welcoming to RMIT students, staff, alumni and the general public.

RMIT Sport offers a range of programs that encourage an active social life on campus. Participation in Sport activities, not only provides opportunities to make new friends and socialise, it offers valuable organisational and promotional experience from running a club to improving the social, and personal development of other members.

The objective of a club is:

- To promote the culture of Sport at RMIT University;
- To encourage the enjoyment and participation of all club members in social, competitive and recreational activities;
- To support and encourage the personal development of club members; and

To further the aims and objectives of RMIT Sport, Sport Council and the University. The club has the responsibility to control their own business and affairs subject to this Club Management Handbook and its policies and procedures, and any other RMIT Sport policies, procedures or guidelines.

There are currently 34 RMIT Sport clubs and seven (7) external clubs that offer membership to students and staff through a Memorandum of Understanding with RMIT University.

While all RMIT club members are governed by RMIT's policies, procedures and insurance cover, this Club Management Handbook specifically outlines the policies and procedures of RMIT's clubs. The handbook is designed as a guide for clubs on how to effectively manage their operations and fulfil all RMIT Sport requirements.

## 2. FUNCTION OF RMIT CONNECT & STUDENT LIFE

RMIT Connect and Student Life is responsible for provision of services and programs in sport, trips, and creative along with a range of orientation events. Programs are offered in the University's City, Brunswick and Bundoora campuses, and through partnerships and venue hire arrangements at a range of sites in Melbourne and Victoria.

In providing these services, RMIT Connect & Student Life aims to contribute to the RMIT Student Experience and build community, provide learning and skill development opportunities for students. RMIT Connect & Student Life operates through a core of professional staff employed by the University as well as creating opportunities for student involvement in the development and delivery of RMIT Connect & Student Life programs.

RMIT Connect & Student Life operates as a division within the Education Portfolio, under the Director, RMIT Connect & Student Life.

The objectives of RMIT Connect & Student Life are;

- To sponsor and promote social, cultural, educational, sporting and recreational programs and activities among the RMIT Community.
- To foster student growth and development through its range of events, programs and activities.
- To provide facilities and services to the University as may be considered necessary to further these objectives.

### **i) Staff**

RMIT Connect & Student Life staff facilitate the activities of RMIT Connect & Student Life to fulfil the objectives of both RMIT University and RMIT Connect & Student Life. The Sport Officer (Clubs) is a dedicated role to assist the clubs in their operations, provide guidance and support.

### 3. SPORT STAFF CONTACTS

NAME	POSITION	EMAIL	PHONE
<b>Jack Arnold</b>	<b>Sport Officer (Clubs)</b>	<a href="mailto:jack.arnold@rmit.edu.au">jack.arnold@rmit.edu.au</a>	<b>9925 9757</b>
Sally Tanner	Manager, Sport Development & Partnerships	<a href="mailto:sally.tanner@rmit.edu.au">sally.tanner@rmit.edu.au</a>	9925 2468
Eliza Goulding	Sport Officer (Representative Sport)	<a href="mailto:eliza.goulding@rmit.edu.au">eliza.goulding@rmit.edu.au</a>	9925 2471
Julz Nannetti	Sport Officer (Social Sport)	<a href="mailto:julz.nannetti@rmit.edu.au">julz.nannetti@rmit.edu.au</a>	9925 2883
Sarah Mckenna	Sport Officer (Sport Participation)	<a href="mailto:sarah.mckenna@rmit.edu.au">sarah.mckenna@rmit.edu.au</a>	9925 9626

### 4. CLUB OBLIGATIONS AND 2020 CODE OF CONDUCT

The majority of RMIT Clubs are unincorporated entities and as such, are not permitted to employ staff or enter into any service / sponsorship agreements. Should a club need the services of a coach or trainer they are required to contact the Sport Officer (Clubs) to make these arrangements.

All RMIT Sport clubs are required to meet certain obligations and all club personnel must abide by the Code of Conduct as set out below.

#### **i) Club Obligations**

As a RMIT Sport club there are obligations that need to be met throughout the year. They are as follows;

- Provide RMIT Sport with a copy of club meeting minutes via email not more than ten (10) days after the meeting to the Sport Officer (Clubs).
- Ensure RMIT Sport has up to date contact details, to be advised at the beginning of each semester.
- Send representatives to Orientation Days, Club Development Sessions, Club Forums, Sport Council meetings, Bringing the Bystander training, LGBTQ+ Inclusion training and other relevant meetings as communicated to clubs.
- Clubs are encouraged to promote themselves via social media, newsletters and flyers. RMIT Sport can promote clubs and their activities via official RMIT Sport social media channels.
- Ensure all new prospective members are contacted within three (3) days of initial contact.
- Display the current RMIT logo on all uniforms when representing the University at sanctioned competitions and events. The use of the logo must be approved first.
- Display the correct RMIT logo as a sponsor on any websites or promotional material. The appropriate logo must be approved by RMIT Sport.
- Ensure executive committee members are available for meetings as requested by the Sport Officer (Clubs)
- Supply RMIT Sport with a completed Trip and Activity Intention Form and Passenger List PRIOR to any trip or excursion. Clubs MAY NOT embark on any trip or excursion without the written consent of RMIT Sport.
- Communicate to RMIT Sport any concerns or queries as soon as they arise.
- Contact RMIT Sport for any further training or direction required.
- Comply with any further requests for documentation from RMIT Sport or RMIT University. This includes an audit undertaken by RMIT staff external to RMIT Sport.

RMIT Sport will keep a record of all necessary submissions for further review and reporting if required.

#### **ii) Code of Conduct**

Club committees and clubs members are expected to behave in a safe, respectful manner at all times. The RMIT Connect & Student Life code of conduct governs the behaviour of all Club members. It is the responsibility of club members to make themselves aware of this code of conduct especially the section relating to disciplinary action.

*Refer to appendix 1 for the RMIT Sport Club Code of Conduct*

Each club's executive committee has the responsibility for operating according to the requirements outlined in the 2020 Club Management Handbook and its related RMIT Sport policies and guidelines, as well as general RMIT Connect & Student Life procedures and guidelines. In short, achieving what they have been created to do.

General principles of appropriate behaviour for all club executive members and ordinary club members:

- Respect the rights, dignity and worth of all participants who will comprise individuals with diverse gender identities, abilities, cultural and linguistic backgrounds, religions and sexualities.
- Participate for your own enjoyment and benefit.
- Co-operate with your club executive, your coach/instructor, your class/team mates and opponents; without them there would be no competition/instruction.
- Co-operate with RMIT Sport, RMIT Connect & Student Life and RMIT University staff; without them there would be no base for your club.

- Treat all participants in the club as you like to be treated; do not bully or take unfair advantage of another participant.
- Play by the rules and follow expected conduct; never argue with officials and control your temper.

### iii) Working with Children Checks

All club committee members are required to hold at least a current volunteer Victorian working with children check. These are free to obtain via <http://www.workingwithchildren.vic.gov.au/home/applications/apply+for+a+check/>. If club executives already hold a valid working with children check, numbers should be sent to the Sport Officer (Clubs) for verification.

### iv) RMIT Sexual Harassment Policy

Club committees and clubs members are expected to provide an environment that is free from sexual harassment and ensure that all staff and students are educated in the prevention of sexual harassment and to recognise the behaviours that may constitute sexual harassment.

*Refer to appendix 2 for details of the RMIT Sexual Harassment policy.*

### v) RMIT Club Commitment Statement

As a member of a club, society or collective at RMIT, I acknowledge that all members of our community have the right to feel safe and I commit to;

- behave in an ethical, respectful and inclusive way
- voice concerns about unacceptable behaviour
- never bully, sexually assault or harass, victimise or discriminate against another person
- act with integrity as a member of the university community and representative of RMIT University
- respect RMIT property and the property of others
- a zero tolerance for homophobia, biphobia, transphobia and interphobia

### vi) RMIT Sport Compulsory Events

There are a number of compulsory events on the RMIT Sport, which are compulsory for affiliated sport clubs to attend. Financial penalties apply for non-attendance. The events are listed below and will also appear in the 2020 Clubs Calendar.

1. Club Forum (February)
2. Welcome Events – Bundoora and City Campus (February & March)
3. Bringing in the Bystander Training (March, April & May + Semester 2 dates TBC)
4. Club Development Sessions (February, April & July)
5. RMIT Sport Awards (November)

## 5. CLUB MANAGEMENT

### i) Club Executive

Each club has an executive committee who reports directly to RMIT Sport. The club must nominate an executive committee consisting of the following as a minimum;

- President
- Vice President
- Secretary
- Treasurer

Other roles in portfolios such as Media, Social, Marketing & Public Relations, Club Captain, Fundraising and Assistant Secretary and Assistant Treasurer can be created if required.

Only financial members of the club are eligible to nominate for election to club executive committee positions. Elections take place annually at the clubs Annual General Meeting.

The club committee must consist of a minimum of the four (4) executive committee positions; **a minimum of one (1) executive committee positions must be occupied by current RMIT students**. It is encouraged that the club executive consists of both male and female members.

Members may carry or share responsibility for more than one portfolio, with the exception of President. It is recommended that the club committee produce a list of duties for all specified portfolio positions.

Committees who work as a team and perform well are likely to include members who:

- Demonstrate an active and willing involvement in the committee and club.
- Attend a significant majority of committee meetings.
- Are drawn from diverse disciplinary and vocational backgrounds.
- Are diverse in a range of personal characteristics and circumstances, including gender, cultural and linguistic backgrounds, religion and sexuality.
- Have a specific area of responsibility.
- Works towards a common purpose.
- Ask questions and seek answers.
- Willingly accept responsibility.
- Demonstrate tact, judgement, discretion and listening skills.

*The portfolios for the compulsory positions are contained as appendix 3, 4, 5 and 6.*

## ii) Executive Committee Meetings

Executive committee meetings enhance communication amongst club committee members; ensure progress on actions and a level of accountability. A **minimum of five (5)** executive committee meetings are to be held during the year, the first of which shall be held within the first three (3) weeks of semester one. Anyone may attend an executive committee meeting as an observer. Observers may only address the meeting if invited to do so by the chairperson.

It is recommended the business of the first meeting include a presentation from the club president detailing the club activities for the upcoming year. The club secretary should put a call (usually electronically) to the club executive committee members for general business items prior to the agenda being sent out. The secretary must provide all committee and club members with a notice (Agenda) of each meeting at least one (1) week prior to the meeting.

The order of business at a general committee meeting is to;

- Confirm the minutes of the previous meeting.
- Receive portfolio reports from each committee member.
- Receive a report on the status of the club accounts.
- Discuss special business items of which due notice have been given.

There are several compulsory agenda items that need to be in place for every meeting;

- Current financial membership numbers
- Financial report from treasurer
- Summary of events since the last meeting

Clubs are required to submit meeting minutes via email not more than ten (10) days after the meeting to the Sport Officer (Clubs).

An executive committee member may allow an ordinary club member to act as their proxy at a meeting, by notifying the club secretary prior to the meeting commencing. In the case of the secretary nominating a proxy they must notify the club president.

Quorum for an executive committee meeting is over 50% of the total number of committee members, excluding proxies. Only members of the club committee or their proxy may vote at the committee meeting.

Proposals put forward to executive committee meetings (motions) must be moved, seconded and passed by a majority of committee members present. The chairperson has the right, within their discretion, to request removal of any person whose behaviour is found to be objectionable.

An executive committee member may be given an official written warning if they are absent without apology at two consecutive meetings. The executive committee can in writing request the resignation or expel a member if they are absent without apology to three consecutive meetings, these actions must be ratified by RMIT Sport.

Minutes of every club meeting shall be kept by the club secretary and prepared and distributed to all club members within ten (10) days of the meeting being held. Meeting minutes can only be passed at the following meeting if they are accepted as a true and accurate record of proceedings.

*Please see appendix 7 for a minutes template*

### iii) Annual General Meetings

During the month of September, all RMIT Sport clubs must hold an Annual General Meeting (AGM). The purpose of the AGM is to review the clubs operations for the past year, conduct executive committee elections for the following year and to declare results. The AGM is held in addition to all other meetings and events held during the year.

Written notification of the AGM must be given to ALL club executive, members and the Sport Officer (Clubs) not less than ten (10) days prior to the scheduled meeting date. This includes the agenda which must be circulated prior, no other business other than that detailed on the agenda shall be discussed at the AGM.

A quorum of 50% of total financial members or a minimum of twenty (20) financial members (whichever is less) is required. If this number is not reached by the nominated start time, the meeting can be postponed by 30 minutes to allow for a quorum to be reached. If after an additional 30 minutes no quorum is reached then the meeting must be postponed and rescheduled for another date.

All candidates must nominate in writing for election to the current executive at least 24 hours prior to the AGM. For a nomination to be accepted, a second must also be submitted in writing at least 24 hours prior to the AGM. All voting should take place via secret ballot to a nominated person who is not on the current executive nor is nominated for a position in the new executive. Proxy votes are not to be accepted.

Any complaint must be lodged within 72 hours of the declaration of results to the Sport Officer (Clubs).

The running of the AGM must include the following as a minimum;

1. Presentation of the agenda
2. Attendance and apologies
3. Acceptance of previous years AGM minutes
4. Taking of minutes for the current AGM
5. Presentation of written reports from Chairperson, Treasurer and any other relevant person, for example, Secretary or Social Coordinator
6. Presentation and adoption of a full and complete financial report from last AGM to current AGM
7. Election of four (4) club executive positions - at least two (2) must be current RMIT students
8. Move and second motions which may be discussed and voted upon. The result of the vote needs to be included in the minutes.

All RMIT Sport clubs are required to submit the following information to the Sport Officer (Clubs) not later than ten (10) academic days after the AGM.

1. Agenda for the AGM
2. Minutes of the AGM
3. Club attendance list
4. Copies of all reports presented
5. Financial statements presented

### iv) Special General Meetings

The Secretary shall call a Special General Meeting (SGM) of the club when:

- Requested on petition of not less that 10% of total club membership, the petition must outline the business to be dealt with in writing.
- Requested by the executive.
- Requested by RMIT Sport, the request must outline the business to be dealt with and be in writing.

Members shall be given at least ten (10) days notice of a SGM. Quorum for a SGM shall be 50% or twenty (20) of the total financial members. If within 15 minutes of the appointed start time a quorum is not present the meeting shall lapse. The meeting may be reconvened at the discretion of those present either within the next hour or at a more convenient time.

### v) Club Forum

The Club Forum is conducted by RMIT Sport to provide information and as a way of receiving feedback and updates from clubs. These meetings provide a great opportunity for discussing RMIT Sport procedures, networking, providing feedback on RMIT Sport programs and spreading the word about upcoming events. Clubs can also be invited to present on a variety of topics.

Only (1) forum is scheduled during the year with the date detailed on the clubs calendar. It is compulsory that each club sends a minimum of two (2) club members (ideally executive members) to attend the Club Forum. These forums run in conjunction with the Club Development Program.

### vi) Club Development Program

The Club Development Program is now part of the RMIT Student Leadership Framework. Training is conducted by RMIT and it provides training opportunities to club executive committee members in club management and development. The program will feature guest speakers

along with RMIT staff. Club Development Sessions are conducted during semester one and two and will be promoted to clubs via the Clubs Calender and through the Sport Officer (Clubs).

RMIT Sport will nominate compulsory sessions for clubs to attend. It is important to note that non attendance will incur financial penalties. There will also be non compulsory sessions run during the year which all clubs are invited to attend.

Future Edge is a University wide employability program which gives you recognition for on and off campus extra curricular activities and helps you build key employability skills. Please visit the Future Edge website (<https://www.rmit.edu.au/students/life-and-work-opportunities/jobs-and-career-advice/future-edge>) to find out more about how to get involved.

#### **vii) Welcome Events**

Semester 1 Welcome events are compulsory for all clubs to attend. They are a great way for your club to attract new members and to promote the clubs services to the wider University population. Mid year Orientation events are not compulsory to attend but are again, a great way to attract new members and promote your club.

Dates, times and locations can be found in appendix 16 and the Sport Officer (Clubs) will provide reminders and further information.

## **6. CLUB AFFILIATION**

### **i) Clubs Affiliation Process**

Clubs need to complete a new Business Model Canvas, succession plan, executive contacts, training details and grant application form for each calendar year to retain their status as a RMIT Sport club, submission is to be completed online by **Wednesday January 22 2020**.

### **ii) Responsibilities of Affiliation**

RMIT Sport has numerous clubs affiliated with RMIT Connect & Student Life. RMIT Sport is accountable to RMIT Connect & Student Life for the funds and other resources (i.e. staff) used to support its services. It is therefore the responsibility of the club executive committee to ensure the clubs requirements of affiliation with RMIT Sport are adhered to, as documented in the Club Management Handbook and Fines and Disaffiliation Procedure.

The objective of an affiliated club is:

- To promote the culture of Sport at RMIT university, within the RMIT Community.
- To encourage the enjoyment and participation of all club members in social, competitive and recreational activities.
- To support and encourage the personal development of club members.
- To further the aims and objectives of RMIT Sport and the Director, RMIT Connect & Student Life.

Clubs are expected to provide assistance with other RMIT Sport programs, for example Nationals Division 1 & 2 Nationals (previously University Games) Games and Social Sport , where applicable.

- The club must ensure members are treated with appropriate levels of respect and customer service.
- Teams must compete under the RMIT club name in regular community based competitions.
- The club should, where applicable be involved in assisting in the recruitment and/or selection of competitors for Nationals Division 1 and 2 / Australian University Championship events.

### **iii) Disaffiliating a club**

The disaffiliation of a club will only be made when a club does not meet the membership requirements or in the case of a serious breach of RMIT Sport policies or procedures.

Whether or not a club is meeting the requirements of RMIT Sport can be determined by reviewing club submissions, a mid year review meeting and observations of RMIT Sport staff. These review measures the extent to which clubs are operating according to the requirements outlined in the 2020 Club Management Handbook and the fines and disaffiliation procedure, as well as general RMIT Connect and Student Life procedures and guidelines. In short, achieving what they have been created to do. If found to be unsatisfactory, a review with the club executive committee will determine what actions need to be taken.

Actions that may lead to disaffiliation include:

- Non attendance at compulsory Welcome days.
- Failure to submit yearly Business Model Canvas or attend Mid year review meetings.
- Failure to provide a Sports Council Representative.
- "3 strikes policy" for new members to get in contact with club to join.

- Non compliance with the Club Management Handbook and Fines and Disaffiliation Procedure, as well as general RMIT Connect & Student Life procedures and guidelines.
- Failure to pay club accounts.
- Abuse of facilities or equipment.
- Fraudulent or illegal activities.
- Unable to meet club member or committee member minimum amounts.

Club disaffiliation is not a step taken lightly by RMIT Sport but is sometimes a necessary step resulting of actions from a club, club executive and/or club members. The disaffiliation process is outlined below;

1. Inappropriate actions from club, club executive, club members
2. Sport Officer (Clubs) writes to club to seek a please explain and provide a warning
3. Sport Officer (Club and Community Sport) meets with club, works through events/issue and allows club a reasonable amount of time to rectify the situation. The Sport Officer (Clubs) can assist to provide a suitable resolution.
4. If the same event/issue occurs again, the Sport Officer (Clubs) takes a recommendation to Sports Council for a vote by members.
5. Sports Council votes to disaffiliate the club or retain club status.
6. Disaffiliated clubs have the right to appeal if they can provide evidence of further training, change, new personnel to ensure the reasons for their disaffiliation do not occur again. There is a three (3) month cooling off period between disaffiliation and the ability to appeal the decision.

If clubs are found to have undertaken inappropriate actions which does not result in disaffiliation they may still face disciplinary action from RMIT Sport which may lead to the following;

- Withholding of club support and future grants, or suspension of the club budget allocation.
- Other actions deemed appropriate by RMIT Sport.

#### iv) Tiered Club Structure

##### **Growing the RMIT Sporting Club Program to deliver participation and performance goals**

- Create a tiered club structure to direct resource allocation;
  - Sports Academy. Performance - high level, competitive & incorporated
  - Tier 2. Competitive - competes at intermediate level
  - Tier 2. Social – has significant operational and OH&S costs
  - Tier 3. Social – typically operates on campus, low operational costs
- Secure and improve fit for purpose spaces and facilities for existing clubs
- Facilitate club creation, development and committee successional plans

##### **Further information;**

##### **Why create a tiered club structure to direct resource allocation?**

- To enable Sports Academy Clubs to compete at a high level.
- Achievement at a high level will increase the profile of all clubs and the funding for all clubs. Improved funding will increase participation by providing more opportunities.

##### **What changes will my club see with a tiered club structure?**

- Assistance provided by RMIT Sport Officer (Clubs) will remain unchanged.
- Funding for some clubs will fall. An analysis of club bank accounts has been undertaken and clubs are capable of surviving as adjustment is made to the new structure.

##### **How can my club move through the tiers?**

- Enter regular competitions
- Provide quality coaching
- Recruit high level players

##### **Who decides what level my club is categorised in and when?**

- RMIT Sport will allocated tier levels annually after business plan submissions

## 7. CLUB MEMBERSHIP

### **i) Membership Requirements**

Membership of a club is gained by registering with the club on <http://rmitlink.rmit.edu.au/Clubs/Search?clubCategory=1> and paying the required membership fee which is set by the club.

RMIT clubs must have a minimum annual financial membership of fifteen (15), of which ten (10) must be RMIT students. If membership size grows to more than fifteen (15) members, clubs must maintain a minimum of 50% current RMIT student members. The club must keep an accurate record of membership, including personal details, contact information, emergency contact details, membership status/expiry date, amount paid and membership number.

Club membership is based on a calendar year and is renewed annually. Registration and payment can be made online through <http://rmitlink.rmit.edu.au/Clubs/Search?clubCategory=1>. For reporting and financial management, clubs are to submit all tax invoices for club grants and funding to the Sport Officer (Clubs) by **Friday September 4 2020**.

### **ii) Membership Fees**

RMIT Sport provides opportunities for students, staff, alumni and the general public to participate in sport opportunities. There must be a focus on engaging with current RMIT students, so;

For all clubs, there will be two (2) membership categories;

- Current RMIT Students
- Non Students

Clubs are able to nominate people as honorary members. These people will need to register themselves on the UniOne system but will not be required to make payment. Clubs are to advise the Sport Officer (Clubs) of the names by week 3 of each semester. Clubs are able to sell social memberships via the UniOne online store but it must be made clear to all new social members they are not able to train, play or compete for the club. The club needs to ensure there are adequate benefits provided for purchasing this type of membership.

Clubs set their own memberships fees while taking into account the below guidelines.

#### **RMIT Students**

Clubs can now choose to charge whatever fee they like. ie. free, \$10 or \$100

#### **Non RMIT Students**

If the RMIT student membership is \$0, then the non student rate should be at least \$20. If there is a student rate being charged then the non RMIT student rates should still be at least 50% more than RMIT students.

There is no guarantee of the amount of funding that RMIT Sport will be able to provide clubs in coming years so clubs need to ensure that they can be self sufficient if required.

### **iii) Underage Club Members**

Clubs are able to admit underage members as long as they are over 16, have written parental / guardian approval for regular club training and activities. Where a trip intention form is required, the underage club member will also need to provide trip specific written parental / guardian approval.

*Refer to appendix 8 for Parental Consent Form*

### **iv) Membership Expiry Dates**

RMIT requirements dictate that all full year club memberships expire at the end of each calendar year. Semester memberships either expire on June 30 or December 31. Clubs are not able to sell memberships that cover two (2) separate calendar years.

### **v) Refunds**

Refunds can be given for fees paid as per the Refund Policy. There is a \$10 administration fee which can be retained by the club for each refund processed. Completed refund forms are to be returned to the Sport Officer (Clubs) for approval. Refund applications will be processed within seven (7) days.

*Refer to appendix 9 – Refund Policy and Application Form*

### **vi) Membership Conditions**

Clubs must inform members of their membership entitlements upon joining the club; this includes the conditions of membership, insurance, cancellation and refund policies. It is recommended clubs do this via an information sheet or email given to members when they join their club.

All external potential members are to be advised that RMIT insurance will cover them for accident insurance for injuries sustained whilst engaged in club organised activities; **as long as they are officially documented as RMIT Sport club members.**

Therefore, Personal Accident Insurance will be provided to everyone, provided:

- Registered on <http://rmitlink.rmit.edu.au/Clubs/Search?clubCategory=1>
- Paid the required membership fee to the Club,
- The club activity has been approved with RMIT Sport as an official club activity **OR**
- Through submission of “Training Details Form” provided to RMIT Sport, &/or submission (and approval by RMIT Sport) of “Club Trip and Activity Intention Plans”

The minimum age for members to join a club is 16. If the club accepts members under the age of 18, they must abide by the relevant working with children legislation. More information on working with children can be found here: <http://www.workingwithchildren.vic.gov.au/>. Clubs must report any and all new members who are under the age of 18 to the Sport Officer (Clubs). Refer to section 4.3 for further information.

#### **vii) Redbacks Memberships**

Redbacks membership allows RMIT students who sign up the opportunity for discounted and priority access to a number of different events and programs during the year. All club members are automatically signed up as a Redbacks member and therefore entitled to the included benefits.

#### **viii) Collection and Storage of Personal Information**

Clubs must only collect necessary information in order to fulfil their functions and activities in a safe and secure manner. The information will only be used for the intended purpose for which it was collected and it will be disclosed only as required by law.

Clubs must take appropriate measures to ensure the security of all information relating to members personal, medical and financial information. The UniOne system is password protected, clubs should work with the Sport Officer (Clubs) to ensure only approved people have access to club members personal information.

## **8. CLUB ACTIVITIES**

Information relating to club activities needs to be communicated to RMIT Sport to assist with insurance issues, as it ensures all club training sessions are approved as official club activities. Clubs are advised to use the appropriate forms which will be circulated at the beginning of the year. Forms are to be returned to the Sport Officer (Clubs) as soon as all details are confirmed.

#### **i) Coaching**

Ensuring your club has sound coaching practices and ethics will help create an environment that is both safe and supportive. Your club's coaches should all consider undertaking some training. The Australian Sports Commission website (<https://www.ausport.gov.au/participating/coachofficial>) contains relevant information about coaching and accreditation. State and National Sporting bodies will also provide coaching courses and great resources for you to use.

The majority of clubs are not incorporated organisations so are not able to employ a person or pay a coach / instructor without opening both RMIT and the club up to the potential for legal action. Clubs can choose to retain the services of a coach / instructor but that person(s) must be added as an RMIT contractor meaning they are covered via RMIT public liability and personal accident insurance cover. RMIT will pay the coach / instructor with funds provided by the club.

Coaches / instructors who are completing their duties on a voluntary basis will have insurance cover. Their names and contact details will be recorded on a register by RMIT Sport. Please contact the Sport Officer (Clubs) to facilitate this process for both paid and voluntary coaches / instructors.

#### **ii) Competitions**

Not all RMIT Sport clubs will participate in regular, organised competition due to the nature of their sport but those that do are required to advise RMIT Sport of the current season fixture and other relevant details as soon as they are confirmed.

#### **iii) Training**

All clubs who participate in some type of training or practical exercises are required to advise RMIT Sport of training times and venues as soon as they have been confirmed.

#### **iv) Event and Trip Planning**

Many clubs run trips throughout the year, or hold one-off activities that are not everyday training sessions or competitions (end of season trips, social events, tournaments). These activities are often held at locations outside of RMIT and in environments which may involve a higher level of risk.

For all trips and special events, clubs must complete a **Trip and Activity Intention Plan including an RMIT Safe Work Method Statement, provide a map from activity site to nearest hospital or medical centre and Passenger/Participant List** with emergency contact details. These trips and special events need to be approved by the Sport Officer (Clubs) at least two (2) working days before the activity takes place. Club activities that go ahead without submission and approval of this Club Trip/Activity Intention Plan to RMIT Sport at least two (2) days before departure will be deemed non-sanctioned activities and participants, club members, volunteers and leaders will not be covered by RMIT University Insurance. Approval for the trip is via return email.

*Refer to appendix 10 – Trip/Activity Intention Plan & appendix 11 – RMIT Safe Work Method Statement*

RMIT Sport also requires that the Trip and Activity Intention plans nominate a designated driver who will stay under the legal driving limit (.00 for probationary drivers, .05 for fully licenced drivers) so they are able to drive in the event of an emergency. It is important all clubs undertaking off campus or after hours trips and activities nominate a representative to act as a Welfare Officer for the trip or activity. This person should remain under .00 so are able to provide support in the event of an accident or incident.

A club trip/activity is defined as any function, event or trip being run by a club, **not previously recorded** with the Sport Officer (Clubs) through submission of the online Club Training Details Form (as official club training sessions, competitions or meetings should be).

Please note, **clubs should attempt to obtain their own medical information for trip/activity participants, as relevant to each trip/activity**. Medical information can be collected via the UniOne system but if clubs require more detailed information then a hard copy form should be sought. It is important to note that no one is obliged to divulge medical information and any information collected must be kept securely and in a confidential manner at all times. It is also important for trip leaders/convenors to have relevant medical information (if known) whilst on trip and at events.

It is essential that each club acknowledges responsibility for collecting medical information from its club members where this information is relevant. It is recommended that clubs create a Medical Form with all the medical information required of its members for the activity/trip being undertaken. Given some of the trips and events are run in a remote location, it is important (at a minimum) the club be aware of any situation related to the student well-being such as gender transitioning, physical and mental conditions like asthma, epilepsy, major allergies, low blood pressure etc; understanding that medial information may change throughout the course of the year.

*Refer to appendix 12 – Club Medical Form*

#### **v) RMIT University Alcohol Management Procedure**

Clubs must ensure they have the appropriate understanding of RMIT University Alcohol Management Procedure, as well as Victorian liquor licensing laws and requirements if alcohol is being served or consumed at a club event.

For more information refer to RMIT's Alcohol Consumption and Drug Usage Procedure - <https://www.rmit.edu.au/about/governance-and-management/policies/hsw/alcohol-management>

From RMIT's Alcohol Management Procedure there are several points which need to be re enforced;

- RMIT encourages alcohol free events to maximise cultural inclusivity, health and safety.
- Ensure at least 50% of club events are alcohol free (ie. No alcohol supplied by organisers or guests)
- Ensure that alcohol is not advertised.
- Ensure that excessive alcohol consumption is not promoted.
- Ensure event coordinator or person organising event has current Responsible Service of Alcohol qualifications.
- Ensure that people under the age of 18 years are not permitted access to alcohol.
- Promotional material must not emphasise the availability of alcohol and must make equal reference to non alcoholic beverages and must not encourage attendance by promoting discounted alcohol or all inclusive ticketing. Ie. all you can drink for one off fee.
- Adequate quantities of fresh food are available (pre packaged food ie. chips are not acceptable) and should be served no longer than 30 minutes after alcohol is served.
- Under no circumstances will the use of illicit drugs on the university campus or university endorsed events be accepted.
- Ensure work performance is not adversely affected by the use of alcohol or other drugs.
- If under the influence of alcohol, ensure they do not operate machinery or vehicles or undertake hazardous activities including handling chemicals, using private transport such as driving a car or riding a bike etc

RMIT Sport also requires that the Trip and Activity Intention plans nominate a designated driver who will stay under the legal driving limit (.00 for probationary drivers, .05 for fully licenced drivers) so they are able to drive in the event of an emergency.

*Refer to appendix 13 for a copy of the RMIT University Alcohol Management Procedure*

#### vi) Food Handling

Australia's Food Safety Standards regulate the way 'food businesses' store, transport, handle and display food. Your club may be classified as a 'food business' even if food is being sold as part of a fundraising drive such as a BBQ or bake sale. The organisation that develops Australia's food safety standards, Food Standards Australia New Zealand, has put together fact sheets for charities and community organisations to help them meet their legal obligations under the new standards.

Clubs must ensure they meet these standards. This can be achieved by delegating responsibility for food handling at club events to a club member who has completed a Food Handling and Safety Course.

For more information refer to: <http://www.foodstandards.gov.au/Pages/default.aspx>

If the event is to be held on an RMIT campus clubs are required to abide by RMIT's event planning guidelines which can be located by contacting the Sport Officer (Clubs).

#### vii) Inclusiveness

**Inclusion is one of the RMIT University values and a key priority in the RMIT Strategic Plan, *Ready for Life and Work*. RMIT is proud of the diversity among staff and students and expects inclusion in every aspect of RMIT life.** Clubs need to be inclusive of ALL members when offering an event or activity, including the provision of 'reasonable adjustments' to enable participation where required. Please contact the Sport Officer (Clubs) if you have any concerns regarding this.

For more information about the Diversity and Inclusion action plans, refer to: <https://www.rmit.edu.au/about/our-values/diversity-and-inclusion>

#### RMIT Pride in Sport

In 2016, RMIT committed to the Diversity and Inclusion framework, including six action plans, with the Diverse Genders, Sexes and Sexualities (DGSS) Action Plan as a primary organisational strategy. This Action Plan clearly articulates goals, plans and actions as well as accountability and is inclusive of anyone who plays, coaches, works, volunteers or participates in RMIT Sports projects, initiatives and events.

RMIT Sport works closely with the Student Wellbeing and Inclusion team to ensure our project, initiatives and events are DGSS inclusive. Whether you want to find out more about RMIT Sport in Sport events, ask about support services available for DGSS related issues or would like to speak to an ally regarding homophobia/transphobia/biphobia/interphobia specific bullying, harassment and/or vilification you can contact either of the following;

- Sarah McKenna (she/her), Sport Participation Officer and RMIT Pride in Sport Ambassador
  - [sarah.mckenna@rmit.edu.au](mailto:sarah.mckenna@rmit.edu.au), 03 9925 9626
- Riley Edwards (they/them), Diversity and Inclusion Advisor, Student Wellbeing and Inclusion
  - [riley.edwards@rmit.edu.au](mailto:riley.edwards@rmit.edu.au), 03 9925 9274

## 9. FORMING A NEW CLUB

Interested parties wishing to start a new Sport club within RMIT Connect & Student Life are advised to consult the Sport Officer (Clubs) for assistance and further information.

## 10. FINANCE

Clubs are to run on the basis that the financial year is from January 1 until December 31. RMIT Sport requires all club grants and funding to be finalised by **Friday September 4 2020**. If clubs have operational requirements to access funding after this date, please make contact with the Sport Officer (Clubs).

#### i) Club Budget Submissions

Late applications will NOT be accepted. The funding process is as follows;

- Club funding requests are to be completed via the Business Model Canvas and submitted by **Wednesday January 22 2020**.
- The budget for the year will be set by the Sport Officer (Clubs) who in consultation with the Manager, Sport Development & Partnerships will review completed grant submissions and allocated funding accordingly.
- RMIT Sport reserves the right to fully or partially fund certain requests or direct where RMIT Sport grant funding is to be spent.

## ii) Clubs Budget

Clubs are required to operate according to a RMIT Sport approved budget. The budget forms part of the clubs Business Model Canvas, detailing the activities and programs to be undertaken by the club in the following calendar year, including new initiatives aimed at further developing the club.

## iii) Club Grants

A grant is an allocation of funds that clubs may apply for to assist in the provision of services to their members. Clubs are encouraged to apply for the following grant as part of their budget submission:

- Operational Grant (Eg. Training facility hire, new equipment, uniforms / apparel and competition entry fees)

## iv) Grant Applications

To apply for a grant, clubs must be affiliated with RMIT Sport and complete the relevant sections on their Business Model Canvas. Grant applications must be approved prior to the club committing any monies toward the program / activity / item. Applications are due with the budget submission and will be considered with assessment criteria. Late applications will only be considered if club plans have changed markedly since submitting the club business model canvas for that year, or as the result of new initiatives requiring extra support from RMIT Sport.

All grant applications are to be submitted to the Sport Officer (Clubs) by not later than **Wednesday January 22 2020**.

## v) Accessing a grant

Accessing funds from a grant can only be done so on items approved by RMIT Sport. Once a grant has been approved it is the responsibility of the club to ensure the budget is adhered to. If a club deems that changes are required to their grant, they must notify RMIT Sport in writing before any action can be taken.

In regard to using the money from the club grant;

If the club incurs an expense and requires reimbursement, one of two items must be produced.

1. A receipt
2. A copy of invoice showing the total amount of the invoice while showing the total amount owing as \$0

If the club requires RMIT to pay an invoice direct to a supplier, the following item must be produced

1. A proper invoice or tax invoice if supplier is registered for GST

RMIT Finance has introduced new rules in relation to setting up a vendor to enable payment, the organisation or individual being paid must prove ownership of their bank account by providing one of the two following methods;

1. Bank deposit slip
2. Bank statement (transaction / balance details redacted for privacy)

Please remember, RMIT Finance has 30 day terms for payment. All invoices can either be emailed or mailed to the following address;

Jack Arnold  
RMIT Sport  
GPO Box 2476  
Melbourne.  
Victoria. 3000  
E. [jack.arnold@rmit.edu.au](mailto:jack.arnold@rmit.edu.au)

Clubs can also receive reimbursement of items previously paid for only by approval of the Sport Officer (Clubs). If clubs are not sure of whether or not they will be reimbursed they are encouraged to seek counsel from the Sport Officer (Clubs) on the suitability of the item.

All expenses over \$100 are to be paid using a club cheque and must have the official approval of the club committee. This approval should be shown in the minutes of committee meetings. If club executive members are authorised to personally incur expenses then they should seek reimbursement from the club via a club payment form which can be submitted to RMIT Sport for processing.

*Refer to appendix 14 – Club Payment Form*

After RMIT Sport has determined the maximum amount of funding each club can receive during the year, clubs will have the opportunity to earn their funding by attending pre determined events and tasks as nominated below. Attendance and completion are weighted to reflect the nature of the task and the emphasis that should be placed on it by both RMIT Sport and the individual club.

Clubs to receive 25% of their funding at the beginning of the year (February) to help get them started for the year's activities and pay any invoices that need to be paid. Clubs are invited to contact the Sport Officer (Clubs) if there is an urgent need to have access to their club grant outside of this timeframe.

#	Item	When	Weighting	Cumulative
1	Produce professional, quality business model canvas	January	20%	45%
2	Attend Club Forum 1	February	10%	55%
3	Attend University Welcome Events	February / March	10%	65%
4	Attend compulsory club development events	February / April / July	17.50%	100%
5	All committee members to complete Bringing in the Bystander training if they haven't already done so	April / August	17.50%	82.50%

#### vi) Financial Management

Clubs are required to finalise books and payments for the year by **Friday September 4 2020**. No outstanding payments or allocation of funds for the calendar year will be made after this date. If clubs have operational requirements to access funding after this date, please make contact with the Sport Officer (Clubs).

#### vii) Income

All money received by the club must be deposited into the club bank account within seven (7) days. A clearly legible receipt from a carbon duplicate book must be issued for all monies received by the club, including name/business name, date, purpose of payment and signature. All income must be recorded on your clubs income and expenditure journal spreadsheet including the number of the receipt issued. Due to the nature of RMIT Sport affiliated clubs, no GST can be charged or collected for the provision of any goods or services.

No cash is to be taken for memberships, trip/events, apparel or equipment purchases. All payments are to be made via the UniOne online store. All monies will then be transferred to the club bank account by RMIT. The only times cash is to be taken is for training fees and only in small amounts. For example, \$5 a week for training fees. A proper receipt should be given for all cash payments and such amounts should be added to the monthly income section of the clubs monthly financial reconciliation.

#### viii) Expenditure

Payments for club expenditure can be made by club cheque, bank transfer or using club issued pre paid debit cards. The only time when the use of cash is acceptable is when money is required as petty cash. All expenditure must be recorded on the clubs income/expenditure journal spreadsheet. Receipts should be kept.

#### ix) Reporting & Record Keeping

Clubs are required to submit a monthly financial reconciliation report using the template provided or approved by the Sport Officer (Clubs) within ten (10) days of the end of the month. Clubs should keep a copy of all receipt and invoices to aid in reconciling monthly finances.

Clubs who are more than one (1) month behind in submitting financial reconciliations will have access to their club grant revoked until such time as the relevant monthly financial reconciliations are submitted and approval given by the Sport Officer (Clubs).

Clubs are required to report on the progress of their budget at the end of Semester 1. As part of the reporting process clubs should submit a copy of their income / expenditure journal and all receipts (income and expenditure). Clubs are also required to submit the budget summary sheet as supplied with their approved budget.

*Refer to appendix 15 - Financial Reconciliation Worksheets*

#### x) Club Bank Accounts

RMIT Sport clubs must have their RMIT club account with the Commonwealth Bank branch at RMIT's Swanston St campus. New accounts can only be set up with approval of the Sport Officer (Clubs). A Commonwealth Bank 'Authority for Business Accounts' form is to be used for this purpose.

- Under no circumstances are overdraft or credit facilities allowed.
- Electronic copies of bank statements are sent at the start of the calendar month or as requested by the club.
- Under no circumstances is bank account information to be sent to individual members addresses.
- Any and all changes to the accounts must be made at the Commonwealth Bank branch at RMIT's Swanston St campus.
- Under no circumstances can clubs have full access to online banking.

**xi) Signatories**

All club bank accounts require two signatories to authorise payments and access club bank accounts. Each club should attempt to have at least four signatories (executive committee members) to allow for payments to be made when signatories are unavailable. This form must be re-submitted each time there is a change in club executive. The Sport Officer (Clubs) and Senior Coordinator, Sport must also be listed as club account signatories in order to gain access to clubs bank accounts where needed.

The Commonwealth Bank has recently changed the procedure for changing club bank account signatories. As per below;

- Full name of the association (*must be in minutes and must match account name*)
- Full names of executive committee members (*must be in minutes*)
- President/Chairperson, Secretary and Treasurer (*the beneficial owners*) must present themselves altogether in the branch with their valid photographic ID (*original Australian driver's licence or original passport – not student ID*) and have their profiles set up/updated
- All account signatories (*apart from the above beneficial owners*) must **also** present themselves altogether in branch with their valid photo ID and have their profiles set up/updated
- Method of operation on the association account must be reflected on the minutes (*any two of the authorised signatories can operate on the account*)
- A letter endorsing the new chairperson, originally signed by the previous chairperson who signed Section 6 of the previous **Authority for Business Accounts form** (*note: The signature of another retiring officer, who was a signatory on the previous Authority for Business Accounts form, is acceptable if the signature of the previous chairperson or chief officer is not available*)

\*\*\*The information on the **Authority for Business Accounts** form must match the minutes\*\*\*

\*\*\*For the purpose of obtaining bank statements if you're not listed as an account signatory, a **Third Party Agent Authority letter** can be submitted by the association members to allow either of you to obtain statements for audit purposes on your end\*\*\*

**xii) RMIT Corporate Credit Card**

The Sport Officer (Clubs) has the use of an RMIT corporate credit card to assist clubs with making larger purchases. Due to RMIT financial guidelines this card can only be used for payments using a club grant. The credit limit is reset at the start of each calendar month. All expenses are required to be included on club monthly reconciliation's.

**xiii) Club Prepaid Debit Card**

Clubs will be issued with an Australia Post Load&Go Reloadable Visa Prepaid Card to assist with managing club finances. Cards can be used like a normal debit card, within normal rules and regulations. Clubs will be required to submit a request in writing for funds to be added to their cards. RMIT Sport staff will do this on club's behalf. The cards have a maximum value of \$999 at any one time and a maximum of \$5000 over a 30 day period. Clubs will have an online portal to check transactions and balances but not to transact. All transactions completed using the card are required to be included on club monthly reconciliation's.

Australia Post has advised their Load and Go cards will not be replaced after they expire in May 2020. RMIT Sport will endeavour to find a suitable replacement product for clubs to use.

**xiv) RMIT Sport Staff Club Netbank Access**

The Sport Officer (Clubs) and Manager, Sport Development & Partnerships have transactional access on club bank accounts via the Commonwealth Bank netbank facility. All expenses are required to be included on club monthly reconciliation's. A club payment form should be completed to request a payment.

**11. REPORTING****i) Clubs Calendar**

A Clubs Calendar is released at the start of each year containing a list of club requirements due for submission and dates when these are due. Each club will have a copy of the Clubs Calendar sent to them at the start of the year and also presented at Club Forum 1. Clubs failing to submit a requirement on time may face disciplinary action.

The calendar dates have been carefully planned such that academic calendars and assessment periods are taken into account, as well as the financial calendar - none of which are negotiable. If your club is not going to be able to meet the given deadlines for submission, please contact RMIT Sport before the due date and explain your reasoning and an expected date of completion.

*Refer to Appendix 16 – 2020 Sport Club Important Dates*

## ii) Business Model Canvas

The Business Model Canvas is prepared to inform club committee members, RMIT Sport, club members and other potential stakeholders (eg. Sponsors) of the proposed activity for the next 12 months. Committee members and RMIT Sport must both contribute to the planning process and endorse the action to be taken.

The business model canvas comprises a value proposition, key activities, key partners, communication channels, metrics, resources / assets, key contacts, how the club can give back to RMIT, revenue and expenditure.

Completed business model canvas' are due for submission to the Sport Officer (Clubs) by **Wednesday January 22 2020**. If you require assistance completing the plan, please do not hesitate to contact Jack Arnold ([jack.arnold@rmit.edu.au](mailto:jack.arnold@rmit.edu.au)).

## iii) Mid Year Review

A club mid year review will be completed on a needs basis. A determination will be made based on the opinion of the Sport Officer (Clubs), the clubs financial position and a number of other factors including submissions, membership numbers and current operations.

*Refer to appendix 17 - Mid Year Review Template*

# 12. COMMUNICATION

It is important that affiliated clubs and RMIT Sport take a proactive approach to communication.

## i) RMIT Sport Contacts

The first point of contact for RMIT Sport affiliated clubs is the Sport Officer (Clubs). Any member of a club executive can communicate with the Sport Officer (Clubs) at any time within work hours, by phone, email, or by making an appointment.

### **SPORT OFFICER (CLUBS)**

Jack Arnold  
P. 03 9925 9757  
E. [jack.arnold@rmit.edu.au](mailto:jack.arnold@rmit.edu.au)

**RMIT Security can be contacted at any time 24 hours a day, seven days a week for out of hours emergencies on one of the following phone numbers**

- 03 9925 3333 – urgent queries all campuses
- 03 9925 3895 – City, Non urgent queries
- 03 9925 9170 – Brunswick
- 03 9925 7599 – Bundoora

## ii) Club Contacts

The Club Executive Contacts online form is used for updating contact information of office bearers and other club contacts - telephone numbers and emails. Clubs will be requested to provide club contact information at the commencement of each year:

It is important all clubs ensure promotion of multiple communication methods with their club (i.e. provide club email address, web page, mobile phone contact, and training locations/times) to ensure all potential new members can enquire about the club with ease.

## iii) Mail / Addresses

All RMIT clubs should ensure written correspondence is being sent to RMIT, not to an individuals home/work address – this will avoid any potential communication breakdowns that can occur with the changeover of club executives, individuals moving house, going on holiday, etc.

Club correspondence should be sent to;  
Jack Arnold  
RMIT Sport  
GPO Box 2476  
Melbourne.  
Victoria. 3000

#### iv) Email Accounts

The majority of correspondence sent to clubs is electronic, which will be sent to the RMIT hosted club email account only. This service allows you to compose, read and send email from anywhere in the world via [www.office.com](http://www.office.com).

It is important for clubs to understand this email account is the default account for all RMIT Sport correspondence to clubs. **All RMIT Sport initiated communication will be sent to this account.** In responding to emails initiated by a club the reply will be sent to the account from which the original email was sent, this may be a personal or business account depending on who sent the correspondence.

Clubs must check this account **daily** for correspondence from RMIT Sport, and club members.

Clubs are encouraged to advertise the RMIT hosted account to members (current and potential) as it allows for consistency amongst successive club committees, and means contact details do not need to be updated as regularly. The club will be issued a login name and password. Keep these secure and do not change either without notifying RMIT Sport. RMIT Sport will keep a master copy of login names and passwords. If you experience problems with your account please inform RMIT Sport.

#### v) RMIT Hosted Web Page

Clubs will have an RMIT hosted website to promote their services, activities and membership.

Clubs will also have individual pages on the RMIT Sport club administration site <http://rmitlink.rmit.edu.au/Clubs/Search?clubCategory=1>. This section is primarily aimed at existing members and clubs will have the ability to create their own material, events and be able to communicate to members. On this page, members will physically be able to log in and purchase memberships, trips and other associated items. For any assistance in the operation of this section, please contact the Sport Officer (Clubs).

#### vi) Responding To Member Feedback

A good executive committee is open to feedback and sometimes this feedback will be negative. It is important to be able to recognise different types of criticism and to respond appropriately. Many of your members may be reluctant to give feedback of any kind, but it is important to encourage them as they can provide you with a wealth of information about your club's operations, effective or otherwise.

This requires you to think about whether you encourage members to comment on your club's operations, and how the club reacts to any advice or criticism that may be offered. As a committee, it is important to be willing to receive advice or criticism and respond to it positively.

Whatever methods you adopt to encourage feedback, your members will be pleased to have been asked their opinions but will quickly become disenchanted if they don't receive a response or see their suggestions put into action.

From time to time you may find there is conflict in your club. In clubs where conflict is openly confronted and resolved, rather than being ignored, people are more likely to be committed to the club and turnover rates tend to be lower.

You might think about appointing a membership officer who the members feel comfortable about approaching on club-related issues. There is value in having this person as a member's advocate on your committee.

If the issue is related to discrimination, bullying harassment or sexual assault you can contact RMIT Safer Community at [safercommunity@rmit.edu.au](mailto:safercommunity@rmit.edu.au). RMIT Safer Community provides advice, support and options to address threatening or concerning behaviour.

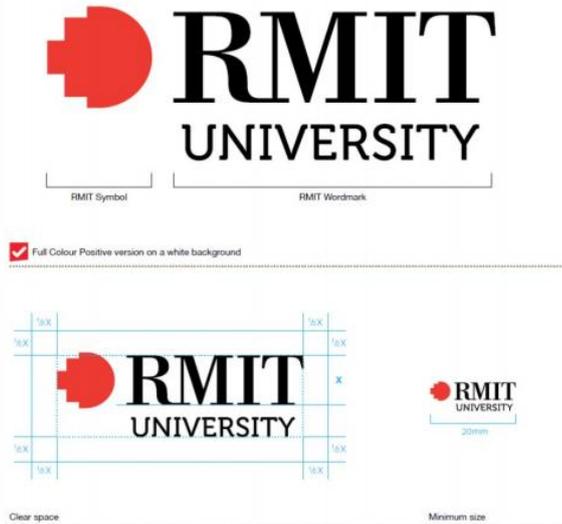
If the issue is related to LGBTQ+ specific harassment, bullying or discrimination you may choose to follow any of these steps.

1. Contact Diversity and Inclusion Advisor, Riley Edwards via [riley.edwards@rmit.edu.au](mailto:riley.edwards@rmit.edu.au) to discuss the incident or behaviour.
2. Speak with a club committee member about the incident or behaviour and what you would like to see happen to ensure you feel safe and supported.
3. Make a formal complaint: <https://www.rmit.edu.au/students/student-essentials/rights-and-responsibilities/complaints>
4. Contact Safer Community (see above)

## 13. PUBLICITY, PROMOTION & PUBLICATIONS

### i) RMIT Connect & Student Life brand guidelines – overview

These brand identify rules apply to the RMIT Connect & Student Life sub-brand. Please refer contact the Sport Officer (Clubs) for a copy of the full RMIT policy.



### General

- The RMIT pixel cannot be used without the RMIT word mark.
- The pixel cannot be visually distorted or used as a design feature on its own
- The full colour positive version on a white background is the preferred version and should be used wherever possible

### Clear space and minimum size

- The RMIT brand mark needs to be surrounded by an area of uninterrupted clear space to allow it to remain prominent
- No other graphic elements (such as photography or typography) should appear within this zone
- The brand mark must never be produced at a size less than 20mm

### Placement

- The RMIT brand mark should always be positioned in the top right hand corner or bottom right hand corner of communications

### Incorrect use

- The brand mark may not be redrawn or altered in any way under any circumstances. Eg. Do not distort, rotate, change colours, apply drop shadow or any other design changes.

### ii) Apparel Orders

Clubs are encouraged to make use of club specific apparel as this can help with team spirit, identity, fund raising, rewards for committee and/or members. RMIT Sport has a large number of designs currently being used by Nationals teams. Clubs are encouraged to use these designs.

The Sport Officer (Clubs) must be provided with a proof of all designs before production begins, approval will be given in a timely manner. Failure to do so will result in penalties ranging from fines to not being able to use purchased apparel. All apparel and uniforms may be worn by any individual in accordance with their gender identity and presentation, clubs must provide non-gendered options for any designs or team specific apparel.

### iii) Graphic Designer

RMIT Sport can put clubs in touch with a student graphic designer who is aware of RMIT's new brand guidelines and can produce high quality design work. Payment will be at RMIT rates via club grant.

**iv) Website**

All clubs will be expected to keep relevant and up to date information on the RMIT Sport club administration site <http://rmitlink.rmit.edu.au/Clubs/Search?clubCategory=1>.

Clubs may also have an external club website providing that the material contained on them is appropriate and does not contravene any of RMIT University's media policies. RMIT Connect & Student Life can place a link to any external sites on the internal web pages but will remove links if the external site contains any inappropriate material.

**v) Posters**

All clubs can produce posters to advertise their club and its activities. Such posters can be displayed on various boards around campus. All posters should display the RMIT Student Initiative logo. RMIT Connect & Student Life has an approved template, which can be used. Please contact the Sport Officer (Clubs) to arrange production of these posters.

**vi) Swanston Academic Building (SAB)**

All clubs have the opportunity to promote one activity or event per semester on the electronic screens in the Swanston Academic Building located on Swanston St. Please contact the Sport Officer (Clubs) for the procedure for accessing these electronic screens. Please note, at least two weeks notice is required to have items published and then it is at the discretion of RMIT Communications.

**vii) Social Media**

Social media sites are great ways to communicate within clubs and to potential members, however clubs need to be aware of privacy issues, be respectful and professional and ensure they do not discriminate against any person or organisation.

**viii) Sponsorship**

Clubs are encouraged to seek sponsorship but should remember RMIT Sport is their major sponsor and source of funding. Remember, sponsorship is not always financial but can be in kind too. This can include free room hire, donated prizes, discounts and food/beverage. Sponsorship agreements should not be in any way prejudicial to RMIT University or RMIT Connect & Student Life's name, reputation or standing in the community. Please consult the Sport Officer (Clubs) before entering into any and all sponsorship agreements.

## 14. SAFETY & RISK MANAGEMENT

**i) Risk Management**

**a) Event and Trip Planning**

Many clubs run trips throughout the year which are often held at locations outside of RMIT and in environments which may involve a higher level of risk.

For all trips and special events, clubs must complete a **Trip and Activity Intention Plan including an RMIT Safe Work Method Statement, provide a map from activity site to nearest hospital or medical centre AND Passenger/Participant List** with emergency contact details. These trips and special events need to be approved by the Sport Officer (Clubs) at least two (2) working days before the activity takes place. Club activities that go ahead without submission and approval of this Club Trip/Activity Intention Plan to RMIT Sport at least two (2) days before departure will be deemed non-sanctioned activities and participants, club members, volunteers and leaders will not be covered by RMIT University Insurance. Approval for the trip is via return email.

**It is RMIT Sport's absolute recommendation that ALL club members ideally have Private Medical Insurance or at the very minimum ambulance coverage given legislation and restrictions limit the insurance cover RMIT is able to offer for medical expenses. RMIT insurance does not cover you for ambulance trips, its recommended all club members purchase Ambulance Victoria membership.**

*Refer to appendix 7 – Trip/Activity Intention Plan and appendix 8 – RMIT Safe Work Method Statement*

**ii) Accident, Injury and Incident Procedures**

All clubs are encouraged to participate in activities and events which make their clubs more attractive to current and potential members. Should an incident happen to any club member involved in a club activity or event, appropriate accident / incident management procedures must be followed by the individual in charge of the activity (i.e. coach, instructor, or trip leader).

For all incidents occurring during the course of a club activity/training session/competition (even for minor injuries and near misses), an Incident Report Form must be completed and returned to the Sport Officer (Clubs) as soon after the incident as possible.

In the event of a serious physical accident or incident (ie. a car accident or personal injury) or if you are ANY way unsure of the serious nature of the accident or injury after calling Emergency Services (000), contact RMIT Security. They will evaluate the situation based on the information provided and contact the appropriate members of RMIT Connect & Student Life staff.

RMIT Connect & Student Life staff personal mobile numbers are not published and clubs are advised to contact RMIT security to notify RMIT Connect & Student Life staff of incidents. Once RMIT has been informed of the situation, we are able to provide assistance where appropriate.

If you are feeling unsafe or unsure what to do about threatening or unwanted behaviour, you can talk the RMIT Safer Community about your concerns and options – even if the behaviour happens off campus. If you or someone you know has experienced unwanted or threatening behaviour – including sexual harassment or assault, Safer Community can help.

RMIT Safer Community can be contacted via [safercommunity@mit.edu.au](mailto:safercommunity@mit.edu.au) or 03 9925 2396. Please note, Safer Community is not an emergency service. If you or others feel at risk or consider the situation to be an emergency, call the Police or an ambulance on 000. If you are on campus, alert Campus Safety and Security on 03 9925 3333

One extra option when on campus is to download the SafeZone app which is free for all RMIT students and staff and connects you directly to the Security team when you need help on campus.

Clubs should also refer to Section 16 – Student Support for further information.

Contacts:

RMIT Security

P. 9925 3333, 9925 3895 or 9925 2051.

These numbers are available at all times.

*Refer to appendix 18 – Incident report form*

## 15. INSURANCE

### **i) Insurance covers held by the University**

RMIT University have in place a number of insurance policies that cover RMIT and its registered clubs

#### **a) Member Accident Insurance**

The University has arranged personal accident insurance coverage for RMIT students and other non RMIT students who are members of RMIT associations and clubs. Coverage under this policy is confined to accidents which are described as an unforeseen event resulting in injury. The policy provides no coverage for sickness or pre-existing injury. This coverage is for personal accidents/injuries sustained whilst engaged in club organised activities, and **only available to financial members who are registered on the RMIT Connect & Student Life website**. The circumstances of the accident will affect whether or not you are able to make a claim and the insurance policy does not apply where other compensation applies, e.g. Medicare, Private Health Insurance, transport accident compensation, workers' compensation etc.

It is therefore vital that all clubs are extremely diligent in ensuring **all** individuals participating in any of their club activities are officially registered club members and must be registered on the RMIT Connect & Student Life website <http://rmitlink.mit.edu.au/Clubs/Search?clubCategory=1>) and the required club membership fee is paid to the club.

Therefore accident insurance will be offered to everyone provided:

- 1) Registered on the RMIT Connect & Student Life website (<http://rmitlink.mit.edu.au/Clubs/Search?clubCategory=1>)
- 2) The required fee has been paid to the club
- 3) The club activity has been approved with RMIT Sport as an official club activity\*

\* Through submission of "Training Details Form" provided to RMIT Sport, &/or submission (and approval by RMIT Sport) of 'Club Trip and Activity Intention Plans'

This policy has been purchased from Accident and Health International Pty Ltd. Should you have any queries regarding the coverage provided, the completion of a claim form or an existing claim please contact [insurance@mit.edu.au](mailto:insurance@mit.edu.au)

To make a claim a qualified medical practitioner must certify disablement or treatment claims. Details of RMIT's personal accident policy can be found by going to <https://rmitlink.mit.edu.au/insurance> or contact the Sport Officer (Clubs).

#### **b) Property insurance**

The University's property insurance is designed to cover losses in excess of \$20,000. The property policy is directed at significant damage to RMIT buildings and large assets. It does not cover personal property or items valued at less than \$20,000 in total. These items will be considered the responsibility of the owner or owning budget.

#### **c) Public and Products Liability**

RMIT Connect & Student Life and its registered clubs are insured against their legal liability to pay damages or compensation in respect of injury to a third party person or damage to a third party's property, caused in connection with the University's business. Legal costs and other professional costs related to such a claim are also covered by the policy.

**d) Professional Indemnity**

This policy covers liability arising from a breach of professional duty by RMIT Connect & Student Life and its registered clubs in the provision of professional services.

**e) Marine Hull**

The Marine Hull insurance provides material damage cover for declared water craft.

**f) General Insurance & Claim Information**

Remember, attend to persons injured or unsafe, take all reasonable action to stop or reduce further injury or loss. Do not make any statements as to the cause of the injury or loss and do not admit liability or make any assertions about the payment of medical or other related expenses. Notify RMIT immediately.

Any event, which may give rise to a claim under any of RMIT's policies, must be reported as soon as possible. Ideally immediately after the emergency / medical matters are completed. Please contact the Sport Officer (Clubs). **Always seek advice from RMIT Sport contacts before signing a contract on behalf of RMIT.**

## 16. STUDENT SUPPORT

**i) RMIT Student Services**

There are a range of wellbeing services and supports available to RMIT students. All services are free, and most can be booked or accessed via RMIT Connect.

**Services include:**

- [Student counselling and mental wellbeing](#) resources and supports.
- [RMIT Campus Safety and Security](#) for urgent assistance responding to safety and wellbeing concerns, contact 03 9925 3333 for urgent support.
- Support for students with a disability or long-term medical condition via [RMIT Equitable Learning Services](#).
- Support for students who have experienced threatening or concerning behaviour including sexual harassment or assault via [RMIT Safer Community](#).
- [RMIT Student Legal service](#) for legal advice and support
- Student [financial assistance](#), including emergency financial support
- Spiritual support for students of all faiths, and none ([RMIT Chaplaincy](#))

A full list of support services can be found on the RMIT Students website: <https://www.rmit.edu.au/students/support-and-facilities/student-support>.

**ii) Advice and Resources**

For guidance and helpful resources for supporting LGBTIQ+ students within your club, please email [inclusion@rmit.edu.au](mailto:inclusion@rmit.edu.au). Using inclusive language is the first step to creating an inclusive culture. RMIT's Guide to Inclusive Language can be downloaded here: <http://mams.rmit.edu.au/n6jbtjbp7hwe.pdf>.

RMIT offers support to staff and students undertaking gender transition. Our Transitioning at RMIT guide can be accessed here: [https://www.rmit.edu.au/content/dam/rmit/documents/Students/Support\\_and\\_Facilities/Health/RMIT\\_Gender\\_Transition\\_Guide\\_v1.1.pdf](https://www.rmit.edu.au/content/dam/rmit/documents/Students/Support_and_Facilities/Health/RMIT_Gender_Transition_Guide_v1.1.pdf)

If you experience or witness threatening or inappropriate behaviour on campus, you can contact the Safer Community team for advice on 9925 2396 or via email: [safercommunity@rmit.edu.au](mailto:safercommunity@rmit.edu.au).

If you have urgent concerns about the wellbeing of another student, contact RMIT Security. If you or another student is in immediate danger, contact 000.

## 17. VEHICLES AND OTHER ASSETS

**i) RMIT University Assets**

RMIT University shows support to RMIT University clubs by providing equipment and utilities as required. In the event of a club obtaining one of these assets (i.e. boat and/or trailer) it is to be noted that this asset is for **club use only**. Under no circumstances can it be leased, hired or lent to club members or the general public for hire or use. Only registered club members have the authority to operate University assets during approved club events and excursions. Under no circumstances can these assets be used for personal use. All drivers/operators must hold a full suitable licence which must be kept on file by RMIT Sport prior to usage of the vehicle (car, mini bus, trailer or watercraft).

## 18. FACILITIES, SERVICES AND SUPPORT AT RMIT UNIVERSITY

### i) Sporting

All clubs have the opportunity to book facilities within the City campus and those at the Bundoora campus, such facilities are available to student clubs at minimal or no cost. All gendered and all gender facilities may be used by individuals according to their affirmed gender.

### ii) Meeting Rooms

There are meeting rooms which can be booked by clubs, please contact the Sport Officer (Clubs) for more information and assistance booking rooms.

### iii) Social

Clubs can book a variety of spaces around all campuses, for more information or assistance please contact the Sport Officer (Clubs).

### iv) Other Services

There are a number of other services available to RMIT students including well being, counselling, LGBTIQ community inclusion and accessibility. Contacts for;

Student Well Being, Equitable Learning Services, Safer Community and Counselling can be found here: <https://www.rmit.edu.au/students> then navigate to 'support & facilities', then 'student support'.

For consultation and feedback about LGBTIQ communities, please email [inclusion@rmit.edu.au](mailto:inclusion@rmit.edu.au). or visit the student DGSS website via <https://www.rmit.edu.au/students/support-and-facilities/student-support/diverse-genders-sexes-and-sexualities>

Remember, the sooner you make contact, the often the more options you'll have.

## 19. OTHER GRANTS

### i) Elite

RMIT is an Elite Athlete friendly university and can provide assistance for elite athlete to participate in national and international events. Clubs who have elite athletes can contact the Sport Officer (Clubs) for further information.

### ii) Membership Growth

RMIT Sport will award a cash bonus for the club who has achieved the greater percentage increase in membership comparing 2019 and 2020. The prize will be added to the clubs grant.

## 20. AWARDS

### i) Sport Awards

RMIT Sport endeavours to acknowledge those students who have achieved outstanding results or who have contributed to the University through their sporting or recreational interests over a number of years. Awards are presented to recipients at the RMIT Sport Awards.

RMIT Sport Sports Awards aim to:

- Encourage students to strive for sporting excellence.
- Recognise those who are highly competent in a particular sport.
- Acknowledge the sacrifices students have made to reach that competency.
- Recognise members who have worked diligently in the administration and operation of clubs and RMIT Sport.
- Recognise members who have worked to encourage and motivate others to participate in sporting or recreational pursuits.

Participants may be acknowledged for their achievements in the following seven categories:

- Vice Chancellor's Club of the Year
- Outstanding Club Leader
- Most successful Sport Team
- Outstanding Contribution to Sport (five years service)
- Ambassador Award

A call for nominations with assessment criteria will be made prior to the awards ceremony; these nominations are considered by a Sport Awards Committee.

**ii) Vice Chancellor's Club of the Year**

This award acknowledges the club who has been outstanding in representing RMIT University and RMIT Sport both within the University and the community sporting or recreational environment.

It will be presented to the club who has been most involved in some or all of the following:

- Development and promotion of club services to all RMIT campuses.
- Active involvement in RMIT Sport events and activities e.g. Orientation and Club Forums.
- Displayed a high level of activity during the year e.g. entered teams into competitions, conducted successful trips or maintained high level of program attendance.
- Implementation of initiatives to enhance the club profile and increase membership.
- Implementation of initiatives to increase diversity and inclusion
- Hosting of University or non-University events.
- Constantly displayed the exemplary behaviour expected from ambassadors of RMIT University.

# Appendix List

1. RMIT Sport Code of Conduct
2. RMIT Sexual Harassment Policy
3. Club President Position Description
4. Club Vice President Position Description
5. Club Treasurer Position Description
6. Club Secretary Position Description
7. Minutes Template
8. Parental Consent Form
9. Refund Policy & Application Form
10. 2020 Trip & Activity Intention Form
11. Safe Work Method Statement
12. Club Medical Form
13. RMIT University Alcohol Management Procedure
14. Club Payment Form
15. Financial Reconciliation Worksheets
16. 2020 Clubs Calendar (Important Dates)
17. 2020 Mid Year Report Template
18. Incident Report Form