



the new
**National Integrity
Framework**
is here!

PLUS

**Who is
Sport Integrity
Australia?**

**How to make a
report or complaint**

**Meet a
National Integrity
Manager**

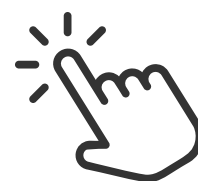
**Child Safe Practices:
Do's & Don'ts**

and more!



CONTENTS

- 4** The Editors
- 6** Who is Sport Integrity Australia?
- 7** The National Integrity Framework:
What does it mean for community sport?
- 10** What if your sport is not part of the
National Integrity Framework?
- 11** How to report poor behaviour in sport
- 14** Understanding the Complaints Process
- 16** A chat with a Sport Integrity Australia
Complaints Officer
- 18** A day in the life of a
National Integrity Manager
- 20** Child Safe Practices: Making sure your
sport knows how to keep kids safe
- 21** Start to Talk: Campaign Launch
- 22** Subscribe to Play by the Rules
- 22** All the courses in one place!
- 23** Our Partners



The Editors

Joint Editor's Note — National Integrity Framework edition

Hello and welcome to Issue 42 of the Play By the Rules magazine!

In this issue we decided to do something a little bit different, partnering with Sport Integrity Australia to help explain the new National Integrity Framework and some of the major changes coming your way to help you and your club deal with child safeguarding, member protection and complaint handling issues.

As you may know, Play by the Rules is a joint collaboration of 20 different organisations, who all work together to bring safe, fair and inclusive sport to the Australian community.

Sport Integrity Australia is one of those organisations and acts as PBTR's "home agency". This means it's the key organisation that is responsible for working with PBTR and all of its partners – and for employing the National Manager (Elaine Heaney – me!) who runs the PBTR program.

The key thing to know about our partnership is that both Sport Integrity Australia and PBTR share a common purpose, which is to make sport safe, fair and inclusive for everyone who participates.

Sport Integrity Australia's focus is on keeping integrity in sport – which means making sure sporting activities are fair, that people feel safe to turn up to play, that clubs aren't compromised by drugs or crime, and that complaints about any issues are dealt with in a fair, objective way. These are all things that PBTR supports, and we want to work together with you, to help you to tackle them too.

Alexis and I are really excited to bring you this special partnership edition because it provides important information about how the sport integrity landscape is changing in Australia and what you need to know to understand the changes and to keep your club safe, fair and inclusive.

Above all what we need to create is a commitment from everyone to work together to keep the integrity of sport. None of us want integrity to be an elite level issue or a 'tick the box' compliance item. Across Australia there is and should be a wide-ranging focus on building integrity into all levels of sport, including club and community level sport.



In the past 12 months, there have been some major changes to the way integrity issues are managed in sport. It's always important that you check in with your National Sporting Organisation for guidance and information about its integrity policies and reporting – but there have also been some overarching changes which are relevant to everyone.

For example:

Did you know...?

... that every national sporting body in Australia is currently in the process of reviewing and updating their child safeguarding policies? And that these will apply to every sporting club in Australia? (check out page 10)

... that there is a new, national, independent hotline and online reporting form where you can report child safeguarding or discrimination in sport? (check out page 12)

... that there are great new resources to help clubs manage their child safeguarding responsibilities? (check out page 20)

In this special edition, we explore how clubs and communities can tackle integrity issues in sport, as well as explaining how and why PBTR and Sport Integrity Australia work together – and what that means for you as a user of PBTR.

Hopefully by the end of this edition you will:

1. have a basic understanding of how the sport integrity landscape in Australia is changing
2. understand what those changes mean for you and your club
3. understand that these changes will happen in conjunction with your national sporting body
4. know where to go to find out more information and download helpful resources for you and your club.

We know that as these changes are made across Australia, it involves you and your club getting across a lot of new information. We know that clubs and volunteers are stretched - and as ever we are here to help.

If you have any questions please get in touch via email: playbytherules@sportintegrity.com.au or the PBTR [Contact Us](#) form on the website or contact Sport Integrity Australia via their [Contact](#) page.

You can also contact your national sporting body and ask them what the National Integrity Framework changes mean for your sport.

You're also welcome to provide suggestions or ideas for future content – whether in the PBTR magazine or on the PBTR website/courses/ resources – we want to hear from you and to make sure these resources are relevant and helpful to you, your club and your community.

For now – grab a cuppa, sit back and have a read. We hope you'll find it interesting and that you'll join us in working together to make Australia a safe, fair and inclusive place for everyone to play sport.

Thanks for reading!

Elaine and Alexis



Elaine Heaney
National Manager
Play by the Rules



Alexis Cooper
Director of Education
Sport Integrity Australia

We acknowledge the Traditional Owners of country throughout Australia and other First Nations people from around the world and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.



Who is Sport Integrity Australia?

The name Sport Integrity Australia has been popping up more and more. But who is Sport Integrity Australia? What do they do? And how can they help community sport?

Sport Integrity Australia is a relatively new Australian Government agency, similar (but separate) to the Australian Institute of Sport, or the Australian Sports Commission, in that it looks across all sport in Australia.

Sport Integrity Australia was established in July 2020 on the back of an Australian Government review into the way Australia managed threats to sport integrity such as doping, gambling, corruption, and child safeguarding.

How does Sport Integrity Australia address integrity?

Sport Integrity Australia coordinates a national response to sport integrity issues in Australia. To do this they have approximately 300 staff working across issues including child safeguarding, competition manipulation, doping, member protection and complaint management in sport.

To make sure they can respond to the wide range of things that can sometimes go wrong in sport, they also have partnerships with law enforcement in each state and territory, child protection agencies, international organisations, and work with schools, universities, and medical bodies to promote integrity in sport.

The agency's key role is to keep sport safe and fair at all levels of sport in Australia – from our Australian teams and national organisations, all the way to local clubs and sporting teams.

One of the most important pieces of work Sport Integrity Australia has undertaken for sport in Australia so far is the introduction of the

National Integrity Framework, which has been adopted by more than 80 sports.

The Framework means that there is now a consistent set of standards about the way Australians participate in sport. These standards are specifically designed to keep participants safe, and competition fair. You can read about the Framework on page 7.



SPORT INTEGRITY AUSTRALIA

www.sportintegrity.gov.au
#ProtectingSportTogether

What is Integrity?

Integrity feels like something we're all familiar with in general, but have you considered what it really means? Integrity is being honest, being consistent and sticking to your principles and values to do what's right and fair, whether what you're doing is being seen by others or not. It's keeping your beliefs in line with your behaviour. In sport, this looks like helping others, standing up and speaking out when you see the wrong thing, competing within the rules and achieving your best through commitment and effort (instead of taking shortcuts).

The National Integrity Framework

What does it mean for community sport?

Swimming, gymnastics, equestrian and waterpolo are just a few of the 80+ sports who have adopted a new suite of integrity and complaint policies known as the National Integrity Framework. Here, we look at what the Framework is, how it will work, and what it means for community sport.

What is the National Integrity Framework (NIF)?

The NIF is a suite of policies which sets out rules for unacceptable behaviour in sport, and dictates how breaches of those rules should be managed.

There are four core policies that set out the rules for what people can and can't do in sport.

They are:

- Safeguarding Children and Young People Policy
- Competition Manipulation and Sports Gambling Policy
- Member Protection Policy
- Improper Use of Drugs and Medicines Policy

These policies are also underpinned by the Complaints, Discipline and Disputes Policy, which explains how possible breaches of these policies are managed.

Why was the National Integrity Framework developed?

Sport Integrity Australia commenced operations in July 2020 to identify and address integrity issues in sport. In June 2020, the Athlete A documentary was also released, which detailed the abuse of hundreds of gymnasts under the care of USA Gymnastics, by Dr Larry Nassar. The documentary showed that complaints about Dr Nassar were repeatedly ignored or swept under the carpet, while young gymnasts continued to be abused.

In the wake of the Athlete A documentary, athletes in a range of sports all over the world began to speak up about their own experiences of abuse in sport.

In Australia, the Australian Human Rights Commission conducted an inquiry into Australian Gymnastics programs, and other allegations about historical abuse were raised in sports like swimming, triathlon, hockey and football.



The National Integrity Framework was developed in response to this wave of allegations of abuse in Australian sport.

The intention of the NIF is to ensure Australia has high quality, consistent sport integrity policies to protect their participants that are the same across every sport.

Likewise, the new Complaints Process means that high risk issues (like child safeguarding) are investigated independent of sports by Sport Integrity Australia and cannot be swept under the carpet to protect an organisation's reputation or membership numbers, while new rules against victimisation will mean people do not have to worry about reprisal or retribution for speaking up.

Combined – the policies and the complaint model helps make sport a safer place for all participants.

How does the National Integrity Framework work for community sport?

When a national sporting organisation (like Gymnastics Australia or Swimming Australia) adopts the Framework, the policies apply to all levels of that sport – from elite to grassroots. So, if your sport has signed up for the NIF, the same behaviour rules will apply to you whether you're competing at international events or coaching local juniors.

What happens when someone breaks the rules?

Any possible breaches of the National Integrity Framework policies will be managed under the Complaints, Disputes and Discipline Policy. You can read about the Complaints Process on page 16.

If the Complaints Process confirms that someone has broken the rules, their sport will be able to sanction them. Sanctions can range from education or written apologies for one off or low level conduct, to suspension or expulsion from the sport for behaviours that are dangerous, illegal, or intentionally intend to cause serious harm.

What isn't covered under the National Integrity Framework?

The NIF has been designed to put in place consistent rules and processes across major integrity threats, but there are still many policies your sport may have don't fall under this framework.

Matters of team selection, competition rules, code of conduct breaches, social media policy breaches, governance misconduct and personal grievances will still be unique to your sport, and your sport will determine how it will handle complaints about these issues.

Sports may manage these issues using the same process as they use to handle NIF complaints, however this will be at the discretion of each sport.

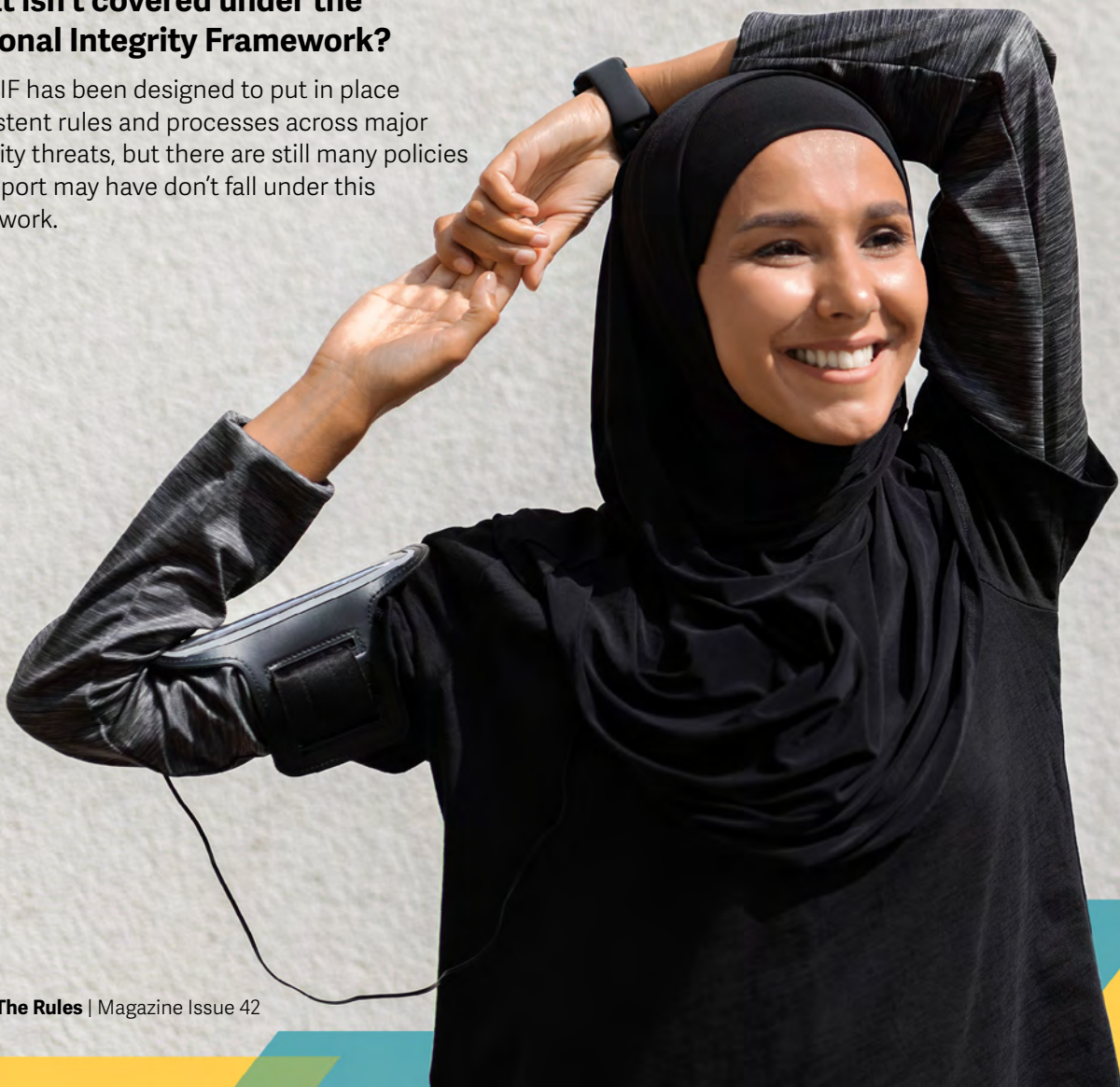
Who does the NIF apply to?

The NIF applies to people bound by the sport's policies – including players, coaches, officials, administrators and volunteers.

The NIF doesn't apply to people not bound by the policies – for example, spectators at an event.

The NIF also only applies from the date it was adopted. This means that incidents of poor behaviour that happened before your sport put the new policies in place can't be investigated under the NIF Complaints Process.

Find out your sport's adoption date [here](#).



What does the National Integrity Framework mean for community sport?

In 2021, every national sporting organisation in Australia was offered the opportunity to either adopt the National Integrity Framework and the complaint process or bring their existing integrity policies into alignment with the Framework and keep their own complaint process.

At the time of this publication, 83 sports chose to adopt the National Integrity Framework and complaints process (you can check whether your sport is listed [here](#)).

For those 83 sports, this means that:

- all members of all clubs, at all levels, are now bound by the National Integrity Framework policies
- all members are required to follow the NIF rules
- all members can make complaints to their sport if someone breaks any of these rules
- all complaints will be handled through a consistent process
- Child Safeguarding and discrimination issues can be managed by Sport Integrity Australia, independent of clubs, states or national bodies.

In a more practical sense, community and recreational sport will have a critical role to play in developing cultures that promote safety, inclusion, diversity, respect, and greater accountability for poor behaviour.

To help make this happen, the role of Member Protection Information Officers in clubs and associations will be re-shaped, with knowledge of the NIF included in a new and improved training program.

This means that clubs that employ an MPIO will have a central, local source of information about the NIF in their organisation.

Clubs will also be able to access a range of resources from Sport Integrity Australia and Play By the Rules to help educate members on the changes and new expectations under the NIF.

Above all else, the NIF will help make your club safer, fairer, and more enjoyable for everyone at all levels.



Where can you find out more?

Your National Sporting Organisation's integrity webpage will also contain more detailed information about the NIF and what it means for your specific sport.

For those looking for a deeper understanding of the policies, rules, or complaints process, Sport Integrity Australia has created an online course (<https://elearning.sportintegrity.gov.au>) to help explain the NIF in greater detail.

Sport Integrity Australia also have a number of resources regarding the NIF on their website [[Resources | Sport Integrity Australia](#)].

Making a Complaint

If something bad has happened to you, or to someone else in your sport, you can make a complaint to your sport, or to Sport Integrity Australia. Turn to page 11 to learn more how the reporting and complaints process works.

What if your sport is not part of the National Integrity Framework?

Sport Integrity Australia is helping to create a safer sporting environment for all Australians involved in sport.

A key part of that work has been working with all National Sporting Organisations to ensure their integrity policies are strong and the standards of behaviour are consistent across all sports.

To do that, Sport Integrity Australia offered all sports the option to either:

- Adopt the National Integrity Framework policies, and adopt the Complaints Process, or
- Update their existing integrity policies to bring them into alignment with the National Integrity Framework, and keep their own complaint handling processes.

At the time of publication, there are currently 12 sports which have chosen to not adopt the National Integrity Framework. These sports are currently reviewing their policies to be in line with the National Integrity Framework and will continue to manage their own complaints process in future.

If you participate in a sport that hasn't adopted the National Integrity Framework, you can still report a child safeguarding or discrimination issue to Sport Integrity Australia, however it cannot be managed through the Complaints Process because they do not have jurisdiction under your sport's policies.

If you want the matter looked into but your sport hasn't adopted the National Integrity Framework, you should submit the Complaint to your sport, so it can be managed through their complaint handling practices.

Sport Integrity Australia can refer the issue to law enforcement or child protection services if appropriate, and what you tell them will help Sport Integrity Australia to work with your sport to influence their policies and inform education programs to prevent similar behaviour in the future.

Sport Integrity Australia has also set up its **Safe Sport Hotline** to offer members of sport an opportunity to share their stories with Sport Integrity Australia.

The service is available from 7am–7pm, 365 days a year to by calling 1800 161 361.

Non-National Integrity Framework sports as at July 2023

Australian Fencing Federation



Australian Football League



Australian Rugby League Commission



Basketball Australia



Cricket Australia



Football Australia



Kung Fu Australia



Netball Australia



Rugby Australia



Surf Life Saving Australia



Table Tennis Australia



Tennis Australia



How to report poor behaviour in sport

Play by the Rules and Sport Integrity Australia are committed to helping you to keep your club a safe and welcoming environment where everyone feels welcome and bad behaviour isn't tolerated. In this article we talk about poor behaviour in sport, and how and why you should report it.



Why report poor behaviour in sport?

"That's been going on forever."

"It's pretty well-known thing that they do that."

"I'm glad it's finally been called out."

Recent reviews have recognised that for far too long, a blind eye has been turned to poor behaviours in sport, even in cases where it's clear there's unacceptable conduct and others are being hurt or affected.

Sometimes behaviour has been accepted in a sporting environment that wouldn't be accepted in other places.

We want to make sure that changes.

That's why, if you have seen, heard, or experienced child safeguarding or discrimination in sport, you can now report it straight to Sport Integrity Australia.

To make sure poor behaviour stops as soon as possible, you should make a report as soon as possible – and you don't need to go to your sport first.

Prohibited Conduct

Under the National Integrity Framework, poor behaviour in sport is called Prohibited Conduct, and includes things like physical abuse, verbal abuse, bullying, harassment, sexual misconduct, discrimination, victimisation, vilification, illicit drug use, child safeguarding issues and competition manipulation. This is not a list of all prohibited behaviours, but it gives you an idea of the kind of behaviours to watch out for – and that you can report.

The full list of Prohibited Conduct that can be reported to Sport Integrity Australia is available [here](#).

Complaints to Sport Integrity Australia

Under the new National Integrity Framework introduced by Sport Integrity Australia, child safeguarding issues and discrimination in sport can now be reported to someone independent of your club or sport, to make sure it's handled without risk of bias or fear of being ignored.

Complaints about any Child Safeguarding issues should be reported to Sport Integrity Australia.

This includes behaviours like:

- Sexual behaviour with or around children
- Shaming, humiliating, intimidating or belittling a child
- Causing a child physical pain or discomfort
- Providing a child with alcohol or drugs

Read the full list of prohibited conduct under the Child Safeguarding policy in the *Child Safe Practices* booklet included after the last page of this magazine.

Any Complaints about discrimination should also be made to Sport Integrity Australia. This includes any discriminatory behaviour based on a person's:

- race or ethnicity
- age
- disability
- sex or sexual orientation
- religion

Complaints about these issues can be made directly to Sport Integrity Australia by visiting their website and filling in the online webform. Similarly, complaints can be made to Sport Integrity Australia by phone on 1300 027 232 (option #3).

If a child is in immediate danger or at risk of being harmed, you should call 000 or your state/territory child protection service. For detailed advice on who to call, follow the steps set out in the [Responding to and Reporting a breach of the child safeguarding policy](#) flowchart.

Complaints to your sport

Complaints about other NIF related matters such as abuse, bullying, harassment, match-fixing or using prescription medications incorrectly will need to be made to the sport.

The process for making a complaint to a sport will differ depending on the sport. The national sporting organisation (for example Gymnastics Australia or Swimming Australia) will have information on their website about how to make these types of complaints in that sport. When looking at a national sporting organisation's website, look out for an 'integrity' or 'complaints' page.

Making a Complaint

There are some things to keep in mind when submitting a complaint. It is important that you provide as much information as possible about the incident or inappropriate behaviour, and where possible, you should always provide your contact details.

This is because whether a complaint is being made to Sport Integrity Australia or to a sport, a complaint cannot be made anonymously. The reason for this is because the Complaints Process is set up to provide natural justice. This means both parties are entitled to a fair process, which includes hearing all sides of a story, collecting evidence, and all parties knowing the detail of any allegations made. Therefore, the Respondent (the person who the complaint is being made about) has the right to know who has made the complaint about them.

Information can still be provided anonymously to Sport integrity Australia or a sport about poor behaviour that has occurred, however a sport will not be able to hold the person responsible accountable for their actions by sanctioning them as a fair process needs to be followed to arrive at that outcome.

Anyone wishing to report poor behaviour anonymously is still encouraged to do so. While the person responsible will not be sanctioned for their actions, information about these behaviours occurring in sport can help both Sport Integrity Australia and sports change policies, procedures and education to prevent these behaviours from happening again in future.

This is why Sport Integrity Australia has set up its **Safe Sport Hotline**. The hotline offers members of sport an opportunity to share their stories with a trained and trusted member of the Sport Integrity Australia team.

The service is available from 7am–7pm, 365 days a year by calling 1800 161 361.



**Safe Sport Hotline:
1800 161 361**



Issues to Report to Sport Integrity Australia

Anything that may constitute Prohibited Conduct under the Child Safeguarding policy, or that may constitute discrimination based on a protected characteristic, should be reported to Sport Integrity Australia.

This includes conduct such as:

- Misconduct with a Child
- Sexual behaviour with or around a child
- Shaming, humiliating, intimidating or belittling a child
- Causing a child physical pain or discomfort
- Supplying of drugs or alcohol to a child
- Discrimination based on:
 - race or ethnicity
 - age
 - disability
 - sex or sexual orientation
 - religion
- Doping (managed under the sport's Anti-Doping Policy)

You can also report any prohibited conduct under the Member Protection policy, if it involves a child.

To report Prohibited Conduct, visit [Making an Integrity Complaint or Report](#).

REMEMBER

If a child is in immediate danger or at risk of being harmed

call 000

or your state/ territory child protection service.

Issues to Report to your sport

Your sport will manage complaints on all other National Integrity Framework matters, as well as continuing to manage complaints on non-NIF issues.

This includes conduct such as:

- Abuse between adults
- Bullying between adults
- Harassment between adults
- Victimisation of an adult
- Sexual Misconduct between adults
- Match, race or competition fixing and other types of Competition Manipulation
- Supplying inside information for the purposes of gambling
- Betting by members on their own sport
- Unlawful use of over the counter or prescription drugs
- Inappropriate use or provision of supplements
- Use, possession or trafficking of illegal drugs
- Concealing information about Prohibited Conduct
- Selection and eligibility disputes
- Competition Rules disputes
- Code of Conduct breaches
- Social Media Policy breaches
- Governance misconduct
- Employment disputes
- Complaints that are solely a Personal Grievance
- Whistleblower disclosures
- Any conduct that occurred before your sports commencement date
- Any other policies that your sport has

To report any of the above, contact your sport.

Understanding the Complaints Process

Making a complaint can sometimes feel daunting, but knowing what happens at each step can help. Here, we break down what happens once a complaint is submitted.

When a complaint is received, the first step is for Sport Integrity Australia, or the Sport, to work out if it is in-scope to be managed through the Complaints Process.

For the complaint to be considered in-scope, the complaint needs to allege that someone has committed prohibited conduct (broken one of the rules) under a NIF policy.

The complaint must also allege the wrongdoing happened by a person (or organisation) bound by the sports policies after the sport had adopted and commenced the NIF.

Finally, the person making the complaint needs to have been directly affected by the alleged conduct or the authorised representative of the person who was directly affected. This includes the parent/guardian of any vulnerable person, child or young person directly affected.

If the complaint is found to be in-scope – meaning it meets all the requirements to allow for a fair process – it will be categorised into one of three categories.

Lower-risk complaints

Cases evaluated as category one are those considered one-off incidents or incidents carrying a low-risk of harm. This would include things like a one-off incident of adults swearing at each other.

These cases can often be managed without the need for a formal investigation and be handled through other means such as an apology, a warning, or education around the rules.

By managing these types of cases without a full investigation, cases are finalised sooner and both Complainants and Respondents can move on with their lives without having to deal with the mental burden of an ongoing investigation.

Moderate and high-risk complaints

If the complaint is evaluated as category two or three, the complaint may be investigated. Any complaint that is investigated will lead to a formal finding about what has happened.

As part of an investigation, people involved with the complaint, including the Complainant, Respondent, and any witnesses, may be contacted to provide information about the allegations that have been made.

In more complex matters, the people involved in the complaint may be required to participate in formal recorded interviews. It is important that enough information is received to make an informed decision, so depending on the complexity of the complaint, this can take time. Parties to the complaint will be kept updated at appropriate points during the process.

If a complaint includes any potentially illegal behaviour, the complaint can be referred to police or other relevant agencies such as child protection.

If law enforcement decide to investigate potential illegal behaviour included in a complaint, the investigation being undertaken by Sport Integrity Australia or the sport (whomever is managing the complaint) will be put on hold to allow law enforcement to complete their investigation. By doing so, it ensures all potentially criminal investigations are handled appropriately.



When the investigation is complete, a decision will be made about what has happened. There are three possible outcomes from an investigation. They are:

- **Substantiated**

There is sufficient evidence to suggest it is more likely than not that the Respondent committed prohibited conduct (broke one of the rules).

- **Unsubstantiated**

There is sufficient evidence to suggest it is more likely than not that the Respondent did not commit prohibited conduct (didn't break one of the rules).

- **Unable to be Substantiated**

There are two equally plausible versions of events, or not enough evidence find the allegation either substantiated or unsubstantiated

If a complaint is found to be **unsubstantiated**, the matter will end, and parties will be notified.

If the complaint is found to be **unable to be substantiated**, the matter will end and parties will be notified, however, the complaint may be reopened should significant new evidence come to light.

If a complaint is found to be **substantiated**, the sport will issue a Breach Notice to the Respondent and may also determine an appropriate sanction.

A sanction can include a range of measures ranging from a reprimand to a suspension or expulsion from the sport, depending on the category of the breach.

The Respondent can either accept the Breach Notice and proposed sanction, at which point the matter will be finalised, or they can choose to challenge the findings and proposed sanction in a hearing.

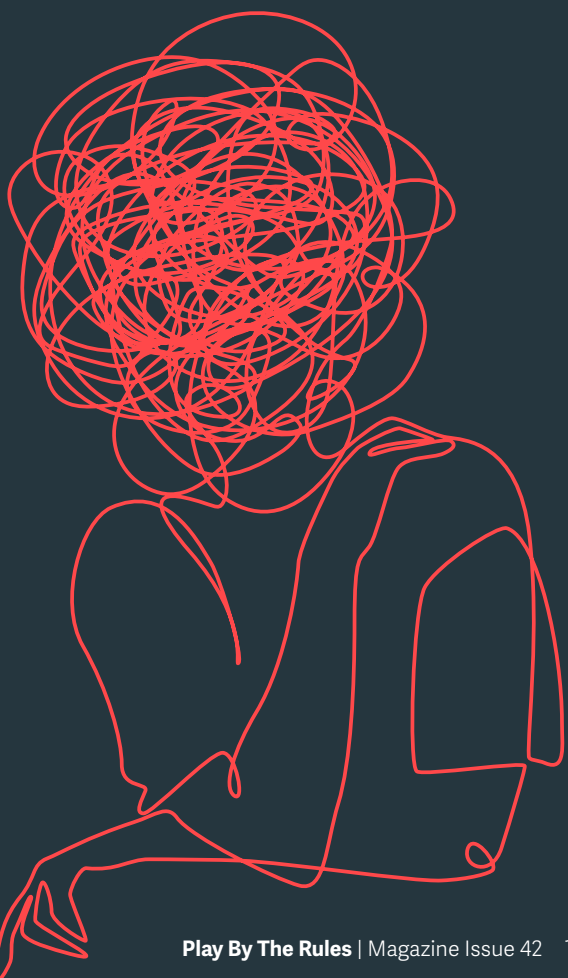
The sport will enforce any sanctions that result from the Complaints Process.

To protect people's health and wellbeing, anyone involved in a complaint being assessed by Sport Integrity Australia will have access to wellbeing support services through its partner agencies. This includes anyone accused of breaching an integrity policy.



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This includes anyone accused of breaching an integrity policy.



A chat with a Sport Integrity Australia Complaints Officer

Making a complaint can be a complicated process, especially if the way it's handled isn't transparent. A member of the Sport Integrity Australia Complaints team gave us a breakdown of what you can expect from the team and the Complaints Process under the National Integrity Framework.

What do you enjoy most about your role?

Being able to give people a place to come to be heard and helping them feel that they were right to contact us and knowing that we're making sport safer.

What are the types of Complaints that you receive?

Most Complaints we get are around child safeguarding breaches.

How can people make a Complaint?

If someone wants to make a Complaint they can go to sportintegrity.gov.au, click the "Make an Integrity Complaint or Report" link on the front page, then scroll down to reach the form.

Who are the people making Complaints?

The types of people who have contacted our team have been diverse!

Coaches
Athletes
Parents
Club staff

It's a positive sign that everyone is taking integrity issues in their club seriously.

What can people expect when they make a Complaint?

We know it takes courage for people to contact us, so I want people to know that every person who makes a Complaint is treated in a way that they feel heard and respected. If they're distressed or need some emotional support, we can refer them to a relevant support service.

When someone contacts us, we will listen to what has happened, and answer any questions they might have about the process and what might happen with the information they give us.

In terms of lodging the actual Complaint, we will direct people to the webform and ask them to complete it themselves in the first instance.

To make sure the process is fair, it is much better if someone fills out a Complaint form in their own words, rather than us taking notes. This makes sure we don't miss any important information or risk putting words in someone's mouth.

We'll also walk them through the webform to help if they need it. Of course, if they are unable to use the webform, we are there to help work out the best way to submit their Complaint.

Once the complaint is received, we will evaluate the Complaint to determine if it is in scope or out of scope. If it is in scope we will start an Assessment of the issue, and we will contact the person who made the Complaint to let them know the next steps before we contact anyone else involved.

Where possible we try to keep the Complainant and anyone else involved up to date with how it's going.

What should Complainants have ready before making a Complaint?

Check if your sport has signed up to the National Integrity Framework or not, as this determines what action you can expect Sport Integrity Australia to take.

If they have signed up and the conduct occurred after the date they officially commenced the Framework, we can run a full Complaints Process.

If they haven't signed up, you can still report an issue to us, but we can't take it through our process because we won't have jurisdiction under your sport's policies. If you want a sanction but your sport hasn't adopted the National Integrity Framework, you will ultimately need to make the Complaint to your sport, and it will be handled through the sport's own processes.

To make a formal Complaint you'll need to provide your personal details, as many details as you can recall of

It is important people come forward so we can stop bad behaviour when it first appears. The worst thing we can hear is "everyone has known about this for years".

the Respondent (the person who allegedly engaged in the Prohibited Conduct) and of the incident.

You don't need to have photographic or physical evidence of the Prohibited Conduct, and you don't need to have a full case ready for us; we will carry out an investigation if required and request information as we need it. In saying that, the more information and specifics of the conduct you can provide to support the Complaint, the better.

For example, if you were reporting that someone in the sport had verbally abused you, try to provide us with the words they said and describe the way they said it (e.g., they yelled) as this makes it easier for us to evaluate the conduct against the policies.

Do you think there are any reasons why people may not want to make a Complaint?

One key concern we hear is that people don't want to be victimised or be retaliated against.

People are concerned that submitting a Complaint will mean they will be disadvantaged (e.g., not selected for a team) or treated poorly by the Respondent or others within the sport.

We want to reassure people that if anyone does act against you for making a Complaint or even threatens to do so – that is Prohibited Conduct too, so we can also act on that.

It is important people come forward so we can stop bad behaviour when it first appears. The worst thing we can hear is "everyone has known about this for years."

A day in the life of a National Integrity Manager

To support sports to implement the National Integrity Framework, Sport Integrity Australia funded a new network of National Integrity Managers to work in each sport.

We reached out to the National Integrity Manager for Rowing Australia, Paddle Australia and Australian Dragon Boat Federation, Liam Bourke, to see what it's like in the newly minted role and how he sees the National Integrity Framework changing Australian sport.



Can you tell us about yourself, and your background?

I'm a former commercial and sports lawyer from Melbourne. Sports-mad (like most Australians), I enjoy playing sports socially and volunteering as a tribunal member for a community basketball association and committee member for an amateur football club. I love sport because it helps us make friends, keep fit and develop positive values.

What does it mean to be a National Integrity Manager?

The National Integrity Manager is employed by a National Sporting Organisation (NSO) to help embed the National Integrity Framework (NIF) and related policies into all levels of the sport. The NIF addresses threats to sports integrity in the fields of illicit drug use, competition-manipulation, child safeguarding and member protection (e.g., discrimination and bullying).

In partnership with the State Sporting Organisations (SSOs) and local Clubs, I educate people within the sport about their rights and help them comply with their obligations under the NIF and Anti-Doping Policy.

I also advise and support SSOs and Clubs manage integrity-related disciplinary complaints to remedy poor behaviour.

What difference do you think the National Integrity Framework will make for community sport?

The NIF safeguards people involved in our sport, including at the grassroots level, and provides confidence that our sport is safe, clean, inclusive, and fair. The NIF policies set clear goalposts in terms of the behaviour we expect and what is not acceptable.

What does a day as a National Integrity Manager look like?

I communicate frequently with our sport's key stakeholders, including SSOs and Member Protection Information Officers, about interpreting the NIF. If something is new or complex, I might seek advice from a policy or complaints specialist within Sport Integrity Australia or my National Integrity Manager colleagues in other sports (we often collaborate to share learnings and best practice).



As part of implementing the NIF, I review and integrate NIF-compliance into the NSO's operational processes such as membership, recruitment, and accreditation. I also provide practical advice to anyone within the sport's community who wishes to raise concerns or pursue a formal complaint about NIF matters.

Part of your role is to educate people on the National Integrity Framework from the national level, down to clubs and community. Can you tell us how you do that?

It is essential that everyone in our sport is aware of their rights and responsibilities, when it comes to integrity, and what support is available if issues arise. The NSO sports integrity page explains the NIF policies and reporting process and contains links to helpful factsheets and flowcharts, and the Sport Integrity Australia and Play By The Rules' eLearning platform – which SSOs and their member clubs are strongly encouraged to link to via their own websites.

Through a series of face-to-face training sessions, I have also directly assisted SSO and club administrators understand what is covered by the NIF and the process for managing complaints.

Do you think the integrity issues are different at the national level compared to community level?

While it is natural to think that some integrity issues only affect the national level (e.g., we often associate competition-manipulation and antidoping with high-performance sport), we must remain vigilant and prepared to defend every level of our sport from all kinds of integrity threats.

Indeed, anti-doping rules apply to everyone involved in sport, not just participants and not only at the national level. Everyone can also agree that children must be

kept safe and all members treated with dignity and respect, no matter what level they are involved in.

Although addressing complex and sometimes hard-to-detect integrity issues in the grassroots environment remains a challenge, the NIF empowers sports to tackle these issues through clear and consistent policies and a robust complaints system which encourages everyone to come forward if something is not right.

What can clubs do to educate their members about the NIF and promote the new reporting process?

Clubs are critical to the NIF's success by helping raise awareness about the new policies and reporting process. Club administrators are strongly encouraged to familiarise themselves with the NIF by completing eLearning.

Clubs should ensure that their websites are updated to reflect the changes (including removing outdated policies or information) and link to information about the NIF and reporting process on the Sport Integrity Australia and NSO website.

Clubs can also distribute Sport Integrity Australia factsheets to members via their newsletter or make hard copies visible at club facilities (e.g., canteen, gym, bathrooms). Where clubs are responsible for children, they can choose from the child-accessible Sport Integrity Australia factsheets for different age-groups – and ensure information is provided to children and their families.

How can clubs find out who their integrity manager is?

The National Integrity Manager can assist clubs with integrity-related enquiries – and their contact details can be found on the NSO's website or through the relevant SSO.



Child Safe Practices: Making sure your sport knows how to keep kids safe

Keeping children and young people safe in sport should be the top priority for all clubs, but inconsistent rules and definitions around child safety can make it challenging for clubs to tackle it on their own.

One of Sport Integrity Australia's key roles so far has been working to support sports to implement consistent child safeguarding policies across all levels of all sports in Australia, so children and young people have the same protections, no matter which sport they participate in.

It is expected that all National Sporting Organisations and National Sporting Organisations for People with Disability will have the same policy standards, as well as a list of 'Child Safe Practices' (or equivalent) which explain how children should be treated in sport.

The Child Safe Practices outline best practice when it comes to things like transporting children, photographing children, appropriate discipline, overnight stays and travel arrangements.

To help sports, Sport Integrity Australia has developed an easy to read "Child Safe Practices: Dos and Don'ts" booklet which translate the child safeguarding policy into easy actions that clubs, coaches and volunteers can take to protect children participating in sport.

Courtesy of Sport Integrity Australia, the booklet has been added in full after the last page of this issue.



START TO TALK.

Campaign Launch

When it comes to kid's sport, parents and carers often have lots of questions about uniform, drop off times and whether the kids will get to play with their friends. But, the most important question we want parents and carers to ask their clubs is "how will your club keep my child safe?"

Start to Talk is a new Child Safe Sport awareness campaign from Play by the Rules. Start to Talk is a national campaign which aims to encourage parents and sporting organisations to discuss how they can work together to create a child safe environment.

The campaign asks users to read, download and discuss Child Safe Sport resources developed by Sport Integrity Australia.

PBTR aims to upskill the community by making it easy to locate the right resources – making it easy to understand what Child Safe Sport looks like – and most importantly setting out clearly and simply the practical steps parents, carers and clubs can take to start a conversation at their club.

Why are these conversations needed? The outcomes of the Royal Commission into Institution Responses to Child Sexual Abuse, and recent academic studies,

show that when it comes to safeguarding in sport, conversations and awareness are vital.

82% of people sampled in a study conducted by Victoria University have experienced at least one type of interpersonal violence (psychological, physical and or sexual violence and neglect), as a child participating in community sport in Australia. 7 in 10 respondents experienced psychological violence from a peer, and over half of the study respondents experienced physical and/or psychological violence by a coach.

The study co-authors, Drs Aurélie Pankowiak and Mary Woessner, believe that community conversations are key to tackling this difficult subject:

"The results are in line with similar research that's been conducted internationally; the numbers are high but they're not surprising," said Drs Pankowiak and Woessner.

"Children deserve to play sport in an environment in which they are and feel safe and included. While our data suggests that might not be the experience of all children, we can leverage these findings to create positive change. However, to do that we need parents and clubs to understand that this problem exists, and to be willing to talk about it with their children and the sports clubs. But most people don't discuss this topic."

"The Start to Talk campaign is a call to action for the sport community to talk about their experiences in sport. The campaign website provides parents and sporting clubs access to resources that can help support the community to communicate about safety in sport."

Parents and carers can find Start to Talk resources from Sport Integrity Australia and the Australian Human Rights Commission on the Play by the Rules website.

The Australian STT campaign was developed in response to recommendations from the Royal Commission which identified sport clubs as having an important role to play in the prevention and detection of abuse. It is based on a European child safety campaign lead by the Council of Europe.



Subscribe to Play by the Rules

[Subscribe](#) and join the 180,000+ subscribers to Play by the Rules. It's a great way to keep up-to-date with safe, fair and inclusive sport!

Back Issues

You can access each back issue for this magazine by visiting this page on the Play by the Rules website. All the feature articles and significant news items are listed here.

Share and spread the word

One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media. We post every day on Facebook and Twitter and have audio files on Soundcloud and an extensive collection of videos on YouTube and Vimeo.



<http://facebook.com/playbytherules>



<http://twitter.com/playbytherules>



[@playbytherulesport](https://www.instagram.com/playbytherulesport)



All the courses in one place!

PBTR courses have now been integrated into the Sport Integrity Australia LMS (Learning Management System) which is co-branded with Play by the Rules. You can now find all of these PBTR courses in one, easy to find place.

Click [here](#) for the PBTR e-learning hub link and see below for a list of the courses you can access:

- Revised Child Protection Online Course
- Harassment and Discrimination Online Course
- Member Protection Information Office Course
- Complaint Handling Training
- Inclusive Coaching
- Creating an LGBTI+ Inclusive Club
- All mini-courses.

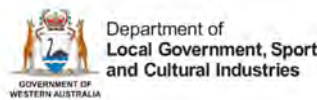
Hosting the Play by the Rules online training modules on the Sport Integrity Australia e-learning hub creates a single destination for all sporting codes and administration staff to access the appropriate educational materials and training on sport integrity and will vastly improve the user experience in the process.

Bringing together the courses was a key recommendation from the Wood Review, which proposed a single identifiable education and outreach platform be established to develop and coordinate education, training and outreach courses .



Our Partners

Did 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? Play by the Rules is a collaboration between multiple partners.





www.playbytherules.net.au



SPORT INTEGRITY
AUSTRALIA

Safeguarding
in Sport

Child Safe Practices Do's & Don'ts



ACKNOWLEDGEMENT OF COUNTRY



In the spirit of reconciliation we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples. We recognise the outstanding contribution Aboriginal and Torres Strait Islander peoples make to sport in Australia and celebrate the power of sport to promote reconciliation and reduce inequality.

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Contents

Introduction	5
Sexual Misconduct.....	6
Professional Boundaries	8
Use of Language and Tone of Voice.....	10
Positive Guidance (Discipline)	12
Supervision	14
Use of Electronic or Online Communication	16
Photographs of Children	18
Physical Contact with Children	20
Overnight Stays and Travel Arrangements	22
Use of, Possession or Supply of Alcohol or Drugs.....	24
Parent/Guardian Involvement.....	26
Transporting Children	28
Drop Off and Pick Up of Children	30
Change Rooms Arrangements	32



Introduction

The Child Safe Practices have been developed to identify and prevent behaviour that may be harmful to children participating in sport. The Child Safe Practices are defined within the National Integrity Framework's Child Safeguarding Policy.

The following 'Do's and Don'ts' have been developed as a supplementary guide to the Child Safe Practices, to provide practical and tangible actions that can and should be followed by anyone involved in the delivery of programs, services or activities to children participating in sport.

Sexual Misconduct

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of children. This includes, but is not limited to sexual intercourse, kissing, fondling, flirting between adults and children, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

Don't

Engage in unwanted or unwelcome sexual behaviour that would make a child feel offended, humiliated, or intimidated.

Undress in front of or expose yourself in any way to a child.

Flirt with, or make any innuendo or sexual connotations towards a child.

Have inappropriate conversation or enquiries of a sexual nature (for example, questions about a child's sexuality, or their sexual relationship with others).

Make jokes or innuendos of a sexual nature.

Do any of the above-mentioned actions in person or online.



Professional Boundaries

You must act within the scope of your role (as specified in your position description or contract) when working with children who are involved in your sport.

Do

Treat all children equally, regardless of their gender, culture, race or disability.

Try to be identifiable (uniform/name badge) in your official role when delivering programs or activities.

Make sure, if giving a gift, that it has been approved by your sport organisation, all children are receiving a gift, and it is done in the presence of their parent/guardian.

Ensure interactions with children are focused on learning and development and relevant to the sport.

Model professional physical and emotional boundaries.

Be respectful to the child's needs or concerns and respond appropriately.

Engage with children in a manner that would be seen by a reasonable observer as maintaining reasonable boundaries.



Don't

Provide any form of support to a child or their family unrelated to the scope of their role, where there is no existing social, personal, or family relationship (e.g. financial assistance, babysitting, provide accommodation).

Transport a child unless specifically approved.

Engage in social activities outside the scope of your role, such as watching a child participate in another sporting activity, playing virtual video games together or attending their birthday party.

Use your personal phone, camera or video camera to take images of children.

Develop any special relationships with children that could be seen as 'favouritism'.

Wear your uniform or name badge when not undertaking an official role.

Give out personal gifts or special favours to a child other than the provision of official awards.

Confide in, or share overly personal information with a child (for example, sharing financial or relationship problems).

Ask a child to keep secrets, such as asking them not to tell their parent/guardian when you have communicated with them.

Treat the child as an 'adult' under guise of maturity

Create an emotional dependency between yourself and the child (for example, isolating the child from their teammates, staff, parents/guardians by 'pitting the child against their teammates').

Use of Language and Tone of Voice

Language and tone of voice used in the presence of children should provide clear direction, boost their confidence, encourage and affirm them and not be harmful.

Do

Use clear, direct, age-appropriate language.

Use words, tone of voice, facial expressions and body posture to communicate calmness and respect.

Focus on a child's positive behaviour to build self-confidence, as well as competence.

Use language that is encouraging and supportive and that promotes a fun and inclusive environment.

Address a situation when negative language or tone is being used by a child, parent/guardian or other person and reinforce that it is not appropriate.

Don't

Use stereotypes, innuendo or sarcasm when communicating with children.

Shame a child or make derogatory or belittling comments (for example, calling a child a loser or telling them they are too fat).

Use obscene gestures and language.

Humiliate, intimidate or regularly criticise a child.

Allow children to use inappropriate language unchallenged.

Single out a child or denigrate them in front of peers or other members.



Positive Guidance (Discipline)

To ensure the health, safety and wellbeing of all children participating in sport; strategies that are fair, respectful and appropriate to the developmental stage of the children must be used. Children should always be provided with clear directions and given an opportunity to redirect their behaviour in a positive way.

Do

Set clear guidelines for expected behaviour.

Provide guidance that is non-violent, solution-focused, respectful and based on child development principles.

Address poor behaviour in a calm and firm manner.

Help children to behave within the limits set.

Create a 'safe space' for children to have a say and speak up if they feel unsafe or unsure.

Encourage children to talk about their feelings and the possible reasons for their emotions.

Only physically restrain a child in an emergency situation.

Don't

Use training practices that are inappropriate for the stage of psychological and physical development of the child.

Impose any form of punishment that causes a child physical pain or discomfort.

Isolate a child from the group as a form of punishment.

Impose any form of punishment that is degrading, cruel or frightening.

Force a child to do something against their will.



Supervision

Supervision is a key aspect of ensuring that children's safety is protected. Adults must be alert to and aware of risks and hazards and the potential for accidents and injury throughout training and competition, and not just in their immediate area.

Do

Ensure you are always able to observe each child, respond to their individual needs and immediately intervene if necessary.

Ensure there are appropriate supervision ratios based on the age and gender of the children and the size of the group.

Keep trainings/competitions/events open to observation by parents/guardians – this creates an environment of transparency and safety.

Ensure any massage performed at a training or competition venue is conducted in an open and interruptible location.

Avoid one-to-one unsupervised situations with children, except in an emergency or for program delivery. In these cases, make sure the situation is identified and written permission is obtained from your organisation and the child's parent/guardian in advance.

Don't

Leave children unsupervised during official sport trainings/competitions/ events.

Engage in unnecessary conversations with another adult that may distract from effective supervision of the group.

Text, talk or browse on a mobile phone when supervising children.

Exclude parents/guardians from attending training sessions.



Use of Electronic or Online Communication

For any electronic or online communication with children, you must adopt a two-deep model, that is, copy in the organisation and a parent or guardian in all communication.

Do

When communicating with children you must ensure:

- the child's parent/guardian is included in all communication
- content is directly associated with your official role, such as advising that training has been cancelled
- language is appropriate and not personal in nature.

Inform the parent/guardian or the sport organisation if a child communicates with you outside your role, and kindly advise the child that the behaviour is inappropriate.

Follow any additional social media guidelines or policies your organisation may have in place.

Don't

Befriend the child on social media.

Communicate privately with a child via phone, email or social media.

Request children keep online communication a secret from their parents/ guardians or others.

Use electronic communication to promote unauthorised 'social' activity or to arrange unauthorised contact.

Use inappropriate language or language that is sexual in nature.

Use any device's (including a mobile phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces.



Photographs of Children

To ensure the protection of a child's image and identity, it is essential that:

- the respective parent or guardian has provided prior written approval for any photographs to be taken or video footage to be captured
- the context of the photo or video is directly related to participation in your sport
- the child is appropriately dressed and posed
- the image or video is taken in the presence of other personnel.

Do

Ensure the context in which you are taking photos or videos of children is directly related to their participation in your sport and will only be used for official purposes.

Obtain permission from the child's parent/guardian before taking any photos or videos.

Store images (digital or hard copy) in a way that prevents unauthorised access by others.

Make sure images (digital or hard copy) are destroyed or deleted as soon as they are no longer required.

Speak up if you see someone acting suspiciously.

Don't

Take photos or videos of children for personal use.

Take or store images of children involved in your organisation on personal devices.

Distribute or publish photos or videos for official purposes (annual report, website, social media) without permission from the child's parent/guardian.

Forward, share or send on any photos or videos of a child.

Send photos or videos of a child, directly to a child, or to another person.



Physical Contact with Children

Any physical contact with children must be appropriate to the delivery of your sport's programs or services and based on the needs of the child, such as assisting with the use of equipment, technique, treatment by a health practitioner or administering first aid.

Do

Seek a child's permission to touch or interact when demonstrating an activity.

Check that physical contact is acceptable to a particular child. Even non-intrusive touch may be inappropriate if a child who indicates they do not wish to be touched.

Respect and respond to signs that a child is uncomfortable with touch.

Use verbal directions rather than touch (for example, ask a child to move in a particular way, rather than physically place the child in the required position).

Discourage children from inappropriate expectations of hugs or cuddles. This should be done gently and without embarrassment or offence to the child. For example, offer a high five as encouragement.

Kindly and appropriately tell a child who is inappropriately or excessively touching another child to stop and raise the concern with a relevant person within your organisation.

Use non-intrusive gestures to comfort a child who is experiencing grief and loss or distress, such as a hand on the upper arm or upper back.

Use non-intrusive touch (for example, congratulating a child by shaking hands or a pat on the upper arm or back). Try to accompany such touch with positive encouraging words.

Report any physical contact initiated by a child that is sexualised and/or inappropriate (for example, acts of physical aggression) as soon as possible to your organisation. This ensures the situation can be managed in the interests of the safety of the child and any other participants.

Don't

Under any circumstances, have contact with a child that involves any intimate part of a child's body (for example, genitals, bottom or breast area).

Initiate, allow or request inappropriate or unnecessary physical contact with a child (for example, massage, kisses, tickling and wrestling games) or facilitate situations that unnecessarily result in close physical contact with a child.

Single out the same child when performing demonstrations.

Have unnecessary contact with a child (for example, assisting with toileting when a child does not require assistance).

Force a child to do something against their will.



Overnight Stays and Travel Arrangements

Overnight stays involving children should only occur with your organisation's approval, and consent of each child's parent or guardian. Practices and behaviour during an overnight stay must be consistent with the practices and behaviour expected during the delivery of your sport at all other times.

Do

Obtain written approval prior to the overnight stay. Written approval could include electronic messaging formats such as email or SMS.

Ensure children are provided with privacy when bathing, toileting and dressing.

Observe appropriate dress standards when children are present – such as no exposure to adult nudity.

Ensure the safety of children is not compromised by inappropriate sleeping arrangements (for example, children sharing a bed, or an adult sleeping in the same bed as a child).

Always allow children to contact their parents, or another adult, if they feel unsafe, uncomfortable, distressed, or for any other reason, during the stay.

Make sure there are appropriate levels of supervision. General rule is a minimum of 2 adults with a ratio of 1:8.

Plan appropriate accommodation. If children share a room, they should be the same age and gender and must not share beds.

Plan for emergencies. If you need to administer first aid, do so only if you are qualified and in the presence of others.

Keep parents and guardians informed and let them know:

- the aim of the trip
- destinations and venues
- competition details
- supervision levels
- roles and responsibilities of accompanying adults
- estimated time of arrival and departure.

Keep children informed and let them know:

- what's expected of them
- roles and responsibilities of adults accompanying them
- their rights
- who to talk to if they have any concerns.

Avoid being with a child in an isolated or unobserved situation.

Ensure that if mixed-sex teams travel, they are always accompanied by a male and female chaperone.

Establish a two-deep leadership model when doing room checks, attending team meetings and/or other activities. Two-deep leadership is when 2 authorised adults should be present and observable by others, and interruptible environments should be maintained.

Don't

Expose children to pornographic material, for example through movies, television, the internet or magazines.

Leave children under the supervision or protection of unauthorised persons such as accommodation staff or peers.

Share a room and/or bed with a child.

Be alone in a room with a child. If an adult presence is required, there should always be more than one child in the room with the adult.

Remove a child's clothing, even in an emergency, unless you have their permission and at least one other person is with you.

Enter a child's room or invite them into your room when travelling.

Do things of a personal nature for children that they can do for themselves.

Use of, Possession or Supply of Alcohol or Drugs

Don't

Use, possess or be under the influence of an illicit drug.

Use or be under the influence of alcohol.

Be impaired by any other legal drug such as prescription or over-the-counter drugs.

Supply alcohol or drugs (including tobacco).

Supply or administer medicines, except with the consent of the parent, guardian or carer of the child and under a valid prescription for that child and at the prescribed dosage.



Parent/Guardian Involvement

Do

Ensure that a parent/guardian is involved in any significant decision, including the signing of any documentation in relation to their child's participation in your sport (for example, overnight stays, photos/videos, sanctions, reports).

Conduct all training sessions in open locations and allow parents/guardians to watch their child during training.

Make parents/guardians aware of the standard of behaviour required when watching their child during trainings. Parents/guardians displaying inappropriate conduct may be asked to leave, but may not be denied access for an undetermined amount of time.



Transporting Children

Children are only to be transported in circumstances that are directly related to the delivery of your sports programs, events or service.

Do

Always seek written approval from the child's parent/guardian before travel.

Ensure approval involves providing information about the proposed journey, including the:

- form of transport to be used
- reason for the journey
- route to be followed, including any stops or side trips
- details of anyone who will be present during the journey.

Make sure the child sits in the back seat, appropriately secured.

Ensure you are not impaired by alcohol or any other mind-altering substances and have an unrestricted drivers' licence.

Don't

Transport children in your sport if not necessary.

Allow other unauthorised adults to travel with you (for example, stopping to pick up a friend on the way to the game you are taking your players to).

Make any unnecessary or unplanned stops during the journey.

Where practicable, do not be alone and unsupervised with a child.

Allow a child to sit in the front seat.

Take children to your home.



Drop Off and Pick Up of Children

Open and transparent communication in relation to the drop off and pick up of children is a proactive approach to ensuring their ongoing safety and wellbeing.

Do

Ensure children and their parents or guardians know the time and location of training and matches, including start and finish times.

Arrive before scheduled practice or game times to ensure that children are not left unsupervised.

Have a list of parent/guardian emergency contact numbers and a phone that is working.

Ensure you are aware of alternative pick up arrangements for children and that the parent/guardian has provided consent.

Ensure that if a parent/guardian is late, you make reasonable attempts to contact them.

Don't

Leave the training or match until all children have been collected by their parent/guardian.



Change Rooms Arrangements

Children are particularly vulnerable in changing rooms due in part to various stages of dress/undress and because they are isolated areas. There is also a risk of child-to-child problems, such as bullying if the changing room is left unsupervised.

Do

Encourage children to come dressed ready for trainings or games if there are no private/safe change room facilities.

Provide safe and private change room facilities where possible.

Ensure that there is always appropriate supervision where the change room/toilet facility is accessible by adults or in 'public' change rooms.

Knock or announce yourself and wait for approval before entering change rooms.

Have at least one other authorised adult with you in a change room with children.

Implement a buddy system in the absence of the adult supervision to accompany a child to the bathroom (for example, children can nominate 2 or more 'buddies' of a similar age and gender who can go with them).

Get changed in an individual closed cubicle.

Make every effort to recognise when a child goes to the change room during practice and competition and, if they do not return in a timely fashion, check on their whereabouts.

Don't

Undress or get changed in the presence of children.

Be alone and unsupervised with a child in a change room area.

Isolate yourself with a child from others in the change room (for example, take them into a cubicle with you).

Enter a change room of the opposite sex.

Allow mobile phones to be used in change rooms.

Use bathroom facilities at the same time as a child.

Unnecessarily allow parents into change rooms unless a child requires physical help getting changed (for example, younger children or children with disabilities).

Place pressure on a child to change and/or shower in public if they feel uncomfortable to do so.





SPORT INTEGRITY
AUSTRALIA

Safeguarding in Sport

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