



ATHLETICS NT CHILD PROTECTION AND INTERVENTION POLICY

Athletics NT Inc with its affiliated clubs and regions is committed to the health, safety and wellbeing of all its members and is dedicated to providing a safe environment for participating in Athletics NT activities.

Abuse is not exclusive to physical, emotional, psychological or sexual abuse or harassment of Athletics NT members. These forms of behaviour will not be tolerated and are unacceptable to the principles and values of Athletics NT. The NT Governments Community Welfare Act 2005 and the Northern Territory of Australia Care and Protection of Children Act 2007 deals with this topic.

This Member Protection Policy conveys a message to all Athletics NT members and prospective members responsible for Athletics NT activities, particularly those involving members under 18 years of age, about minimising risk exposure of these members. All members, particularly age managers, coaches, officials, leaders, trainers and management personnel, have a responsibility to provide safeguards dedicated to the well being of other members.

Athletics NT reserves the right to impose Police Checks on any of the above stated individual's. The purpose of a Police Check is to see whether the person has any previous relevant criminal convictions.

The abuse of juniors by other members or by non-members is not acceptable and Athletics NT encourages all incidents of such abuse as described above to be reported immediately to the Manager of Athletics NT on **(08) 8945 1979** or the **Child Abuse/Child Protection Hotline** on **1800 700 250** or the **Department of Health and Community Services** on **8999 2400**.

CODE OF CONDUCT

Athletics NT endorses the following Code of Conduct for members, particularly those responsible for activities involving members under the age of 18, and/or similar statements as endorsed by affiliated athletic clubs.

As an Athletics NT member you should meet the following requirements with regard to your conduct during any Athletics NT sanctioned activity.

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealings with others.
- Be professional in, and accept responsibility for, your actions.

- Understand your responsibility if you breach, or are aware of any breaches of, the code of conduct.
- Refrain from any form of abuse of others.
- Refrain from any form of harassment towards others.
- Provide a safe environment for the conduct of the activity in accordance with relevant Athletics NT policy.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.

Specifically:-

An Athletics NT Team Manager/Age Manager will:

- abide by the code of conduct,
- be responsible for the overall welfare and well-being of team members and officials when travelling with a team,
- maintain a 'duty of care' towards team members and an accountability for the management of the team.

An Athletics Coach Will:

- abide by the code of conduct,
- be responsible for matters concerning the coaching, training and development of athletes, maintain a 'duty of care' towards others and an accountability in matters relating to training and competition, ensure that any physical contact with others is:
 - a) appropriate to the situation
 - b) necessary for the person's skill development,
- provide a safe environment for training and competition,
- be a positive role model for athletes and Athletics NT.

An Official/Administrator Will:

- abide by the code of conduct,
- be fair, considerate and honest with others,
- maintain a safe environment for others,
- show concern and caution towards others,
- be a positive role model for others.

Athletics NT Inc expects all members, supporters, advisors and associates to abide by a Code of Conduct which upholds the principles and values of the organisation and this Member Protection Policy. All members should recognise that at all times they have a responsibility for a duty of care to juniors of Athletics NT.

Protective Measures for Athletics NT Team Managers, Age Managers, Coaches, Officials, Administrators and Other in Positions of Responsibility:

Persons in these positions of responsibility must adopt risk minimisation measures to protect themselves from any misconceptions about their behaviour in performing their designated roles. They must realise that actions which are intended innocently by them may be misconstrued or misrepresented by others.

For the purposes of this document the word "junior" will refer to a member or other person up to the age of 18 years.

1. Do not encourage, or allow others to engage in any of the following:
 - getting dressed or undressed in front of juniors,
 - invading the privacy of juniors while showering or toileting,
 - photographing juniors while dressing, undressing, showering or toileting,
 - sleeping in closed quarters with juniors without a second adult present,
 - aggressive, physically distressing or sexually provocative activities,
 - sexually suggestive comments about or to a junior,
 - inappropriate or intrusive touching of a junior,
 - joking ridiculing, rejecting, isolating, or taking the 'micky' out of a junior.
 2. Leaders should maintain an open door policy when conducting briefings, meetings and assemblies of members. Invite all juniors, parents, friends and other leaders to participate, particularly when performing interviews, transporting juniors and conducting excursions.
 3. Male and female adults, leaders or parents must accompany juniors when undertaking athletics activities away from home, and especially overnight.
 4. Treat all members with respect and dignity. Be mindful of your language, tone of voice and body language. Attack the problem not the person.
 5. Do not tolerate abusive or inappropriate behaviour - deal with it immediately.
 6. Protect juniors from pressure to participate.
 7. Respect a junior's privacy and expect them to respect yours.
 8. Do not become involved in excessive attention-seeking behaviour, physically or sexually, by a junior. Be mindful of the needs of juniors and redirect their attention to athletics.
 9. Maintain your status as ROLE MODEL to juniors and other adults. Don't abuse your position.
 10. Understand Athletics NT policies on member protection and grievances, and respect them.
- For more information contact Athletics NT on (08) 8945 1979.

What To Do If Abuse Is Suspected?

Use the following guides should you or any other member suspect abuse.

1. You have suspicion on reasonable grounds when:
 - A junior tells you they have been abused,
 - Someone else tells you a junior has been abused,
 - A junior tells you they know someone who has been abused (often they are referring to themselves),
 - Your observations of a junior's behaviour and/or injuries etc, and your knowledge of the junior, lead you to suspect abuse,
 - You observe a member's abuse of another member.
2. If you suspect a junior has been abused follow these procedures:
 - Ensure the junior is safe (if they are in your care),
 - Maintain the safety of other juniors,
 - Obtain and document the following information:
 - a) the junior's name, age and address,
 - b) your reason for suspecting abuse (i.e. observation, injury, information),

- c) your assessment of danger posed to the junior including information pertaining to the alleged perpetrator,
- d) what arrangements, if any, exist for the immediate protection of the junior,
- e) what involvement, if any, other agencies have in dealing with the suspected member protection issues.

3. If you become aware that any coach, manager or other person having any contact with juniors was at any time in the past convicted of an offence involving child abuse or has at any time transgressed the provisions of this or any other code or law dealing with child abuse you must exercise extra vigilance both to ensure the continued wellbeing of the juniors and to ensure that nothing is done which might be, or be seen to be, another offence by that person.

4. Make direct and confidential contact with the **Manager of Athletics NT** on **(08) 8945 1979** or the **Child Abuse/Child Protection Hotline** on **1800 700 250** or the **Department of Health and Community Services** on **1800 066 777**, to address the member protection issues. Consult with them on how to proceed and to make a formal report.

If Any Person is Found Guilty Under This Code, Athletics NT Will Then:

- 1. Cancel the perpetrator's membership,
- 2. Check periodically that the person is having no further contact with athletics,
- 3. Periodically follow up on the victim's progress and ensure that they have adequate access to care.

Adopted by the Board of Athletics NT on 5th February 2008.