

Queensland Athletics

Child Protection Policy

as at 27th May 2014



All participants in athletics have a right to protection from harm. Qld Athletics, which is defined as all board members, employees, volunteers, officials, coaches and clubs registered with, or acting on behalf of Qld Athletics, recognises the welfare and interests of its members to be of paramount importance, and the Association must at all times, act to ensure its members and participants have a secure and nurturing environment in which to participate in athletics.

Qld Athletics is committed to providing a safe and supportive environment for its members and participants. Any behaviours that jeopardise that environment have no place in our organisation, which is committed to providing health and well-being benefits to Queensland.

Queensland Athletics Child Protection Accountabilities

The Qld Athletics Child Protection Policy is based on the following principles:

- (a) Members must be protected from all forms of harm, including bullying, harassment and intimidation which is based on gender, culture or ethnicity, or on any impairment the person may have.
- (b) Qld Athletics is to operate in cooperation and partnership with other relevant agencies and authorities in matters concerning child protection.
- (c) All persons acting in any capacity for Qld Athletics must report all behaviours that can reasonably be considered harmful to members or participants, as well as instances where it is reasonable to believe that a member or participant has been harmed or requires protection from harm.
- (d) All persons acting in any capacity for Qld Athletics must ensure their behaviour towards and relationships with members or participants reflect the highest standards of care for its members or participants and are not unlawful.
- (e) All persons acting in any capacity for Qld Athletics must accept that failure to behave in a manner consistent with the requirements of this policy may result in criminal proceedings and/or disciplinary action being taken against them.

Management of Qld Athletics and its clubs must:

- (a) ensure they are conversant with relevant legislation;
- (b) ensure that their own behaviour neither encourages nor supports behaviour in others which may undermine the intentions of this policy;
- (c) ensure that all persons acting in any capacity for Qld Athletics, for whom they are responsible, understand and fulfil their responsibilities within this policy;
- (d) ensure that all persons acting in any capacity for Qld Athletics, for whom they are responsible, know that they must not, in any circumstances, engage in sexual conduct of any nature with any junior member or participant with whom there exists a professional relationship of trust and a duty of care. It is irrelevant whether the sexual conduct is consensual or non-consensual, or condoned by parents or caregivers. The ages of the Qld Athletics representative or the member or participant involved are also irrelevant;
- (f) make it clear that victimisation of members or participants or others making a complaint will not be tolerated;
- (h) report the receipt of and particulars of the allegations from any person, including an anonymous source, made against a representative of Qld Athletics to the Criminal Justice Commission, and document the receipt of and particulars of the allegations;
- (i) if on receiving advice a member or participant is in need of protection from a situation outside of the immediate Qld Athletics environment, contact either the:
 - (i) Queensland Police Service's Child Abuse Investigation Unit; or
 - (ii) Department of Families, Youth and Community Care; and
- (j) not inform parents/caregivers that a situation detailed in (i) has been reported;

All representatives of Qld Athletics must:

(a) report any allegation made against or information about a representative of Qld Athletics which could constitute official misconduct, or other conduct which could constitute or does constitute a criminal offence, to the Chief Executive Officer of Qld Athletics or if the allegation is made against or the information is about the Chief Executive Officer, to the President of Qld Athletics;

(b) make an oral or written statement to the Chief Executive Officer of Qld Athletics and keep appropriate records if it is reasonable to suspect that a member or participant is in need of protection from a situation outside of the immediate state educational institution environment; and

(c) make an oral or written statement to the Chief Executive Officer of Qld Athletics and keep appropriate records if allegations have been made, or it is reasonable to suspect a member or participant is being or has been the subject of unwelcome behaviour such as harassment, intimidation, bullying or other like behaviour, which does not fit the above categories.