

# CHILD SAFETY CODE OF CONDUCT

We want children in flying disc sports to feel safe, included, encouraged and supported – essentially, to enjoy themselves so that they keep participating. To make sure that we create this environment, Ultimate Victoria's Child Safety Code of Conduct requires everyone involved in flying disc sports to abide by certain behavioural standards when it comes to dealing with children. All behaviour towards children should consider the needs and safety of:

- indigenous children;
- children from culturally and linguistically diverse backgrounds; and
- children with a disability.

## 1. Working With Children Check

I have provided Ultimate Victoria (UV) a copy of my Working With Children Check issued by the Victorian government, and I have listed UV as an organisation in my MyCheck account.

## 2. Language and Tone of Voice

Language I use around children participating in flying disc sports;

- a. Should provide clear direction, encourage and affirm children and boost their confidence.
- b. Should NOT be harmful – i.e., derogatory (e.g. 'you're a loser'), threatening, frightening, profane, discriminatory, racist, sexual.

## 3. Adhering to professional role boundaries

- a. I will act only within the confines of my duties/role.
- b. Unless with express consent from a UV staff member or Child Safety Officer, I will NOT:
  - i. Provide unauthorised transportation to children
  - ii. Engage in activities or seek contact with children outside of flying disc sports.
  - iii. Involve myself in children's private and/or family matters, unless I reasonably believe or suspect that they are at risk of harm.
  - iv. Provide support to children or their families that is unrelated to flying disc sports.
  - v. Accept an invitation to attend any private social function at the request of children or their family/carer in flying disc sports (current or past) unless there was an existing social, personal or family relationship.
- c. If any of the above occur or I am made aware of a child requiring assistance outside the confines of my role, I will either contact their parent/guardian or seek advice from UV's Child Safety Officer

## 4. Sending electronic communications to children (emails, texts and other direct messages)

- a. I will copy parent(s)/guardian(s) into any text, email, social media direct message or any other form of electronic communication message.
- b. I will only communicate with children regarding issues relevant to flying disc sports.
- c. I will ensure that any messages are polite/friendly and in no way sexual in nature.
- d. I will not communicate with children, request to be 'friends' or 'follow' children on social networking sites, game sites, instant messaging or anything of a similar nature, particularly to encourage social contact of an unauthorised nature.

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- e. I will not ask children to keep communication a secret.

## 5. Supervision of children

When supervising children in flying disc activities;

- a. I will avoid being in unsupervised situations with children wherever possible – I will always be in view of others.
- b. I will provide a positive environment for children to engage with our sport.
- c. I will behave appropriately towards other adults.
- d. I will ensure that the activity is run in a safe environment, protected from external threats.

## 6. Physical contact with children

I understand that physical contact must be appropriate to the delivery of our sport (e.g., to adjust grip position when learning a throw) and based on the needs of the children (i.e. to comfort if distressed). Unless for medical or allied health purposes by a health care professional, I will not engage in physical contact that;

- a. Involves touching genitals, breasts or buttocks.
- b. Appears to have a sexual connotation.
- c. Is intended to cause pain or distress.
- d. Is overly physical (e.g., wrestling, tickling, etc).
- e. Is unnecessary (e.g., assisting a child with toileting when they don't need help).
- f. Is initiated against the wishes of the child (unless to prevent injury, in which case physical restraint should be a last resort).

Physical contact initiated by children that is sexual in nature and/or inappropriate behaviour between children must be reported to a UV staff member or Child Safety Officer as soon as possible.

## 7. Sexual Misconduct

I will ensure that no form of sexual behaviour is to occur between, with or in the presence of children, even if they are above the legal age of consent in Victoria. This includes contact and non-contact behaviour (e.g. flirting, sexual innuendo, electronic messaging or photography).

## 8. Positive Guidance and Discipline

I want to play my part create a positive environment for everyone in flying disc sports in Victoria, understanding that children need to understand the acceptable limits of their behaviour. I will ensure that;

- a. Children are given clear direction in any activities.
- b. Children are given an opportunity to redirect their misbehaviour in a positive way.
- c. Behaviour management strategies are fair, respectful and appropriate to the child's developmental stage.
- d. Under no circumstances physical punishment is used, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.

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## 9. Giving gifts to children

Gifts given to children must always be authorised by parents/guardians, and a UV staff member or Child Safety Officer.

## 10. Photographs or video footage of children

- a. I will only take photographs or video footage of children involved in flying disc sports if:
  - i. prior approval has been granted by their parent(s)/guardian(s); and
  - ii. the context of the photo/footage is directly related to flying disc sports;
  - iii. children are appropriately dressed and posed; and
  - iv. the image/footage is taken in presence of others involved in flying disc sports.
- b. I will not distribute images or footage to anyone outside of UV, other than children (or parents/guardians) who participated in the activity, without knowledge and approval of a parent/guardian and a UV staff member or Child Safety Officer.
- c. I will not exhibit images or footage online without parent/guardian approval unless all children are de-identified

## 11. Overnight Stays and Sleeping Arrangements for children

I will ensure that overnight stays are to only occur with the prior written authorisation of parents/guardians and UV's Child Safety Officer.

## 12. Changing rooms

- a. I will ensure that children are supervised while using change rooms whilst balancing their right for privacy.
- b. I will avoid being in one-to-one unsupervised situations with children in a change room area (other than with their own child), whilst ensuring adequate supervision to keep children safe (e.g., standing outside the entrance to the change room).
- c. I will not dress/undress in the change room whilst children are present, unless they are playing in a predominantly adult-aged team and there are other members of the team present.
- d. I will ensure that photos, video or other recordings are not taken in change rooms.
- e. I will ensure that participants use the change room of their affirmed gender.

## 13. Possession, use or supply of alcohol or drugs

- a. I understand that all personnel who are delivering a program to children, or are on overnight stays/camps involving children, must not possess, use or supply illegal or illicit drugs, alcohol or be incapacitated by any legal drug.
- b. I understand legal (i.e., prescription) drugs are permitted to be used provided that it does not interfere with my ability to provide an appropriate level of care to children in flying disc activities.
- c. I will not supply legal drugs (including alcohol and tobacco) to children.

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## 14. Transporting children

I will only transport children in circumstances that are directly related to the delivery of our sport and only with prior written approval of each child's parent/guardian.

## 15. Pick up and collection of children

For any flying disc activity, event or program I hold a position of responsibility for;

- a. I will ensure that children and their parents/guardians know the time and location of the activity, event or program
- b. I will arrive before the scheduled times so that children aren't at the venue unattended.
- c. I will have an operational phone and a register of parent/guardian emergency contact details.
- d. If a parent/guardian is late, I will make efforts to contact them, noting that it is not my responsibility to transport children home.
- e. I should ask the second last child and their parent/guardian to wait until the final child is collected.
- f. I will not leave the training session or match until all children have been collected.
- g. If a parent/guardian is repeatedly late to collect their children, I will notify the UV Child Safety Officer.

## Acknowledgement

I agree to abide by the UV Child Safety Code of Conduct. I acknowledge that UV may take disciplinary action against me if I breach the Child Safety Code of Conduct. I understand that UV is required to implement a complaints-handling procedure (outlined in the UV constitution) in accordance with the principles of natural justice, in the event of an allegation against me.

Full name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_