Child Safe Standards

CODE OF CONDUCT FOR DEALING WITH CHILDREN & YOUNG PEOPLE

Ultimate Victoria want Children and Young People (CYP) in Ultimate 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 **Code of Conduct for Dealing with Children & Young People** (**Code of Conduct CYP**) requires everyone involved in ultimate to abide by certain behavioural standards when it comes to dealing with Children & Young People (**CYP**). This table summarises those requirements. All behaviour towards CYP should consider the needs and safety of:

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

	Code of Behaviour Requirement for dealing with Children & Young People
1	**Language and Tone of Voice:** a) Should provide clear direction, encourage and affirm CYP and boost their confidence. b) Should NOT be harmful – i.e., derogatory (e.g. 'you're a loser'), threatening, frightening, profane, discriminatory, racist, sexual.
2	**Adhering to professional role boundaries:** a) Act only within the confines of your duties/role. b) Unless with express consent from a nominated Senior Person in Ultimate Victoria, do NOT: i. Provide unauthorised transportation to CYP ii. Engage in activities or seek contact with CYP outside of ultimate. iii. Involve yourself in CYP's private and/or family matters, unless you reasonably believe or suspect that they are at risk of harm. iv. Provide support to CYP or their families that is unrelated to ultimate. v. Accept an invitation to attend any private social function at the request of CYP or their family/carer in ultimate (current or past) unless there was an existing social, personal or family relationship. If any of the above occur or you are made aware of a CYP requiring assistance outside the confines of your role, either contact their parent/guardian or seek advice from an appropriate Senior Person in Ultimate Victoria.

3	**Sending electronic communications to CYP (emails, texts and other direct messages):** a) Must copy parent(s)/guardian(s) into any text, email, Facebook or any other form of electronic communication message. b) Must only communicate with CYP regarding issues relevant to ultimate. c) Ensure that any messages are polite/friendly and in no way sexual in nature. d) Must not communicate with CYP, request to be 'friends' or 'follow' CYP using Internet chat rooms, social networking sites, game sites, instant messaging or anything of a similar nature, particularly to encourage social contact of an unauthorised nature. e) Must not request that CYP keep communication a secret.
4	**Supervision of CYP -** When supervising CYP in ultimate: a) Avoid unsupervised situations with CYP wherever possible - you should always be in view of others. b) Provide a positive environment for CYP to engage with our sport. c) Behave appropriately towards one another. d) Ensure that you are in a safe environment, protected from external threats.
5	**Physical Contact with CYP** – 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 CYP (i.e. to comfort if distressed). Unless for medical or allied health purposes by a health care professional, contact must not: a) Involve touching genitals, breasts or buttocks. b) Appear to have a sexual connotation. c) Be intended to cause pain or distress. d) Be overly physical (e.g., wrestling, tickling, etc). e) Be unnecessary (e.g., assisting CYP with toileting when they don't need help). f) Be initiated against the wishes of CYP (unless to prevent injury, in which case physical restraint should be a last resort). Physical contact initiated by CYP that is sexual and/or inappropriate behaviour between CYP must be reported to an appropriate Senior Person in Ultimate Victoria as soon as possible.
6	**Sexual Misconduct:** No form of sexual behaviour is to occur between, with or in the presence of CYP, even if the CYP are above the legal age of consent – 16 years. This includes contact and non-contact behaviour (e.g. flirting, sexual innuendo, electronic messaging or photography).

7	**Positive Guidance and Discipline:** We want to create a positive environment for everyone in ultimate in Victoria, understanding that CYP need to understand the acceptable limits of their behaviour, whilst ensuring that: a) We give CYP clear direction. b) CYP are given an opportunity to redirect their misbehaviour in a positive way. c) Behaviour management strategies are fair, respectful and appropriate to CYP's developmental stage. d) Under no circumstances is physical punishment to be used, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.
8	**Giving gifts to CYP:** Must always be authorised by parents/guardians and Nominated Person in Ultimate Victoria.
9	**Photographs/video footage of CYP:** a) You may only take photographs or video footage of CYP involved in ultimate 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 ultimate; iii. CYP are appropriately dressed and posed; and iv. the image/footage is taken in presence of others involved in ultimate. b) Images must not be distributed to anyone outside of Ultimate Victoria other than CYPs (or parents/guardians) without knowledge and approval of a parent/guardian and nominated Senior Person in Ultimate Victoria. c) Images must not be exhibited online without parent/guardian approval unless CYP are de-identified
10	**Overnight Stays and Sleeping Arrangements for CYP:** Overnight stays are to only occur with the prior written authorisation of parents/guardians and the relevant Senior Person in Ultimate Victoria (or their nominated representative).
11	**Change Room arrangements:** People involved in ultimate in Victoria must: a) Supervise CYP when using change rooms whilst balancing their right for privacy. b) Avoid one-to-one unsupervised situations with CYP in a change room area (other than with their own child), whilst ensuring adequate supervision to keep CYP safe (e.g., standing outside the entrance to the change room). c) Not dress/undress in the change room whilst CYP are present, unless they are playing in a Senior Team and there are other members of the team present. d) Ensure that photos, video or other recordings are not taken in change rooms.
12	**Possession, use or supply of alcohol or drugs:** (a) All persons involved in ultimate who are delivering a program or on overnight stays/camps involving CYP must not possess, use or supply illegal or illicit drugs, alcohol or be incapacitated by any legal drug. (b) Legal (i.e., prescription) drugs are permitted to be used provided that it does not interfere with your

	ability to provide an appropriate level of care to CYP in ultimate and that you do not supply legal drugs (including alcohol and tobacco) to CYP.
13	**Transporting children:** (a) You can only transport CYP in circumstances that are directly related to the delivery of our sport and only with prior written approval of CYP's parent/guardian and the expressed acknowledgement of a nominated Senior Person in Ultimate Victoria. (b) If it is not possible to get prior written consent or approval, you must notify in writing the details of the travel to the nominated Senior Person in Ultimate Victoria as soon as possible after the journey. (c) Where it is not possible to get a parent/guardian's approval in advance, the parent/guardian should send an approval text/electronic message to an appropriate Senior Person in Ultimate Victoria. This should then be documented appropriately.
14	**Pick up and collection of CYP**: We must: (a) Ensure that CYP and their parents/guardians know the times/locations of training/matches and that they arrive before the scheduled times so that CYP aren't unattended. (b) Have an operational phone and register of parent/guardian emergency contact details. (c) Ensure they are aware of pick up details for CYP and that all relevant approvals are given. (d) If a parent/guardian is late, make efforts to contact them, noting that it is not your responsibility to drive CYP home. You should also ask the second last child and their parent/guardian to wait until the final child is collected. (e) Not leave the training session or match until all CYP have been collected. (f) If it is necessary that you leave the training session or match, ask the parent/guardian to collect their kid(s) from the pick up location only if other parents/guardians are present and the arrangements are documented. (g) If a parent/guardian is repeatedly late to collect their kid(s), notify the nominated Senior Person in Ultimate Victoria.

Acknowledgment

I agree to the following terms:

1. I agree to abide by the UV Code of Conduct CYP overleaf.
2. I acknowledge that UV may take disciplinary action against me if I breach the Code of Conduct CYP.

_____ _____/_____/_____

Signature Date