



Child Safe Standards

CODE OF CONDUCT FOR DEALING WITH CHILDREN & YOUNG PEOPLE

We want children and young people at the Latrobe Valley Umpire Association to feel safe, included, encouraged and supported – essentially, to enjoy themselves so that they keep participating. To make sure that we create this environment, our **Code of Conduct for Dealing with Children & Young People** requires everyone involved at the Association to abide by certain behavioural standards when it comes to dealing with children and young people. This table summarises those requirements. All behaviour towards children and young people should consider the needs and safety of:

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

Code of Behaviour Requirement for Dealing with Children & Young People	
1	<p>Language and Tone of Voice:</p> <p>a) Should provide clear direction, encourage, affirm and boost their confidence.</p> <p>b) Should NOT be harmful – i.e., derogatory (e.g. “you’re a loser), threatening, frightening, profane, discriminatory, racist, sexual.</p>
2	<p>Adhering to professional role boundaries:</p> <p>a) Act only within the confines of your duties/role (e.g., if you’re a coach, just be a coach).</p> <p>b) Unless with <u>express consent</u> from an Executive member of the LVUA, or a parent/guardian, do NOT:</p> <ul style="list-style-type: none"> i. Engage in activities or seek contact with children and young people outside of Association activities. ii. Involve yourself in private and/or family matters, <u>unless you reasonably believe or suspect that they are at risk of harm.</u> iii. Accept an invitation to attend any private social function at the request of children and young people or their family/carers (current or past) unless there is an existing social, personal or family relationship. <p>If any of the above occur or you are made aware of a child or young person requiring assistance outside the confines of your role, either contact their parent/guardian or seek advice from an appropriate Executive member.</p>



3	<p>Sending electronic communications to children and young people (emails, texts and other direct messages):</p> <ul style="list-style-type: none"> a) <u>Must copy parent(s)/guardian(s)/other adults</u> into any private text, email, Facebook or any other form of electronic communication message. b) <u>Must only communicate with children and young people regarding issues relevant to the Association.</u> c) Ensure that any messages are polite/friendly and in no way sexual in nature. d) <u>Must not</u> communicate with children and young people, request to be “friends” or “follow” children and young people 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) <u>Must not</u> request that children and young people keep communication a secret.
4	<p>Supervision of children - When supervising children and young people in Association activities:</p> <ul style="list-style-type: none"> a) Avoid unsupervised situations with children and young people wherever possible - you should always be in view of others. b) Engage positively with our sport. c) Behave appropriately towards one another. d) Ensure that you are in a safe environment, protected from external threats.
5	<p>Physical Contact with Children and Young People – must be appropriate to delivery of our sport and based on the needs of the individual (i.e. to comfort if distressed). Unless for medical or allied health purposes by a health care professional, contact must not:</p> <ul style="list-style-type: none"> 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 children and young people with toileting). f) Be initiated against the wishes of children and young people, unless to prevent injury, in which case physical restraint should be a last resort). <p>Physical contact initiated by children and young people that is sexual and/or inappropriate behaviour must be reported to an appropriate Executive member at the Association as soon as possible.</p>
6	<p>Sexual Misconduct:</p> <p>No form of “sexual behaviour” is to occur between, with or in the presence of children and young people at the Association even if they 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).</p>



7	<p>Positive Guidance and Discipline:</p> <p>We want to create a positive environment for everyone within the Association, understanding that CHILDREN AND YOUNG PEOPLE need to understand the acceptable limits of their behaviour, whilst ensuring that:</p> <ul style="list-style-type: none"> a) We give CHILDREN AND YOUNG PEOPLE clear direction. b) CHILDREN AND YOUNG PEOPLE are given an opportunity to redirect their misbehaviour in a positive way. c) Behaviour management strategies are fair, respectful and appropriate to CHILDREN AND YOUNG PEOPLE's developmental stage. d) No physical punishment, cruel/degrading/humiliating, etc treatment is used. <p>Under no circumstances is physical punishment to be used, nor any other treatment that could be considered as degrading, cruel, frightening, humiliating or discriminatory.</p>
8	<p>Giving gifts to CHILDREN AND YOUNG PEOPLE: Must always be authorised by parents/guardians.</p>
9	<p>Photographs/video footage of CHILDREN AND YOUNG PEOPLE:</p> <ul style="list-style-type: none"> a) You may only take photographs or video footage of CHILDREN AND YOUNG PEOPLE involved at the Association if: <ul style="list-style-type: none"> i. prior approval has granted by their parent(s)/guardian(s); and ii. the context of the photo/footage is directly related to the sport/Association. iii. CHILDREN AND YOUNG PEOPLE are appropriately dressed and posed; and iv. the image/footage is taken in presence of others involved at the Association b) Images must not be distributed to anyone outside the Association other than CHILDREN AND YOUNG PEOPLE'S (or parents/guardians) without knowledge and approval of a parent/guardian and nominated Executive Member at the Association. c) Images must not be exhibited online without parent/guardian approval unless CHILDREN AND YOUNG PEOPLE are de-identified.
11	<p>Change Room arrangements: People involved with CHILDREN AND YOUNG PEOPLE, at the Association, must:</p> <ul style="list-style-type: none"> a) Supervise CHILDREN AND YOUNG PEOPLE in change rooms whilst balancing their right for privacy. b) Avoid one-to-one unsupervised situations with CHILDREN AND YOUNG PEOPLE in a change room area (other than with their own child), whilst ensuring adequate supervision to keep CHILDREN AND YOUNG PEOPLE safe (e.g., standing outside the entrance to the change room).



	<p>c) Not dress/undress in the change room whilst CHILDREN AND YOUNG PEOPLE are present, unless there are other members present.</p> <p>d) Ensure that photos, video or other recordings are not taken in change rooms.</p> <p>e) Ensure that participants use the change room of their affirmed gender.</p>
12	<p>Use, possession or supply of alcohol or drugs:</p> <p>(a) All persons involved at the Association who are delivering a program specifically for junior members must not use possess or be under the influence of illegal or illicit drugs, alcohol or be incapacitated by any other legal drug.</p> <p>(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 CHILDREN AND YOUNG PEOPLE at the Association and that you do not supply legal drugs (including alcohol and tobacco) to CHILDREN AND YOUNG PEOPLE.</p>
13	<p>Transporting children:</p> <p>(a) You can only transport CHILDREN AND YOUNG PEOPLE in circumstances that are directly related to the delivery of our games/training activities.</p> <p>(b) you must notify in writing the details of the travel to the Secretary of the Association as soon as possible after the journey.</p>
14	<p>Pick up and collection of CHILDREN AND YOUNG PEOPLE: We must:</p> <p>(a) Have an operational phone and register of parent/guardian emergency contact details.</p> <p>(b) If a parent/guardian is late, make efforts to contact them, noting that it is not your responsibility to drive CHILDREN AND YOUNG PEOPLE home. You should also another person to remain behind at the training or match to ensure that no adult is left alone with a child.</p> <p>(c) Not leave the training session or match until all CHILDREN AND YOUNG PEOPLE have been collected.</p> <p>(d) If a parent/guardian is repeatedly late to collect their kid(s), notify the nominated Executive Member at the Association.</p>