



Ballarat Harriers Athletics Club

Code of Conduct- Child Safety

This code of conduct outlines appropriate standards of behavior by adults towards children.

The Code of Conduct aims to protect children and reduce opportunities for abuse or harm to occur. All club members, volunteers and spectators are required to comply by:

- **adhering to our Child Safe Policy, and Member Protection Policy**
- **taking all reasonable steps to protect children from abuse**
- **treating everyone with respect, including listening to their ideas and opinions**
- **welcoming all children and their families regardless of their background or ability**
- **respecting cultural, religious and political differences**
- **modelling appropriate adult behavior**
- **listening to children and responding to them appropriately**
- **reporting on any breaches to this Code of Conduct, complaints or concerns**
- **being open and transparent when working with children**
- **respecting the privacy of children and their families, only disclosing information to people who need to know**

Ballarat Harriers members and associates must NOT:

- **seek to use children to meet the needs of adults where there is no benefit to the child**
- **ignore or disregard any concerns, suspicions or disclosures of child abuse**
- **use prejudice, oppressive behaviors or language with children**
- **encourage or engage in excessively rough physical games**
- **discriminate on the basis of age , gender, race, culture, vulnerability or sexuality**

- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves such as toileting or changing clothes
- undertake any intimate or close physical contact such as a massage or rub down without the presence of another adult, preferably a parent of the child, present
- develop “special” relationships with specific children or show favoritism through the provision of gifts or attention
- have unauthorized contact with children online or by phone
- take and keep photographs of children other than those complying with our Media and Photography Policy, and the Athletics Victoria Photography Policy

REPORTING PROCESS

If a child is in immediate danger, call 000

If the threat is not immediate, report to the Club President or his/her deputy as soon as possible. He/she will then initiate internal processes to protect the child, clarify the threat, and commence disciplinary procedures if required. He/she will decide, with regard to legal requirements, whether the matter is reportable to authorities.

Note that:

- under the Victorian criminal code, adults **MUST** report to police if they have any reasonable belief that a sexual offence has been committed by another adult (over 18) against a child under the age of 16
- if a person holds a position of authority in an organization that works with children, and they know there is a substantial risk another adult associated with the organization may commit a sex offence against a child under 16, and they have the power to reduce that risk and fail to do so, they are criminally negligent.