



Collingwood Basketball Association - Child Safety Code of Conduct

Commitment to Child Safety

Collingwood Basketball Association (**CBA**) condemns all forms of child abuse, exploitation of children and discrimination against children. We are committed to creating and maintaining an environment that promotes safety for all people involved in our programs, including all children. All CBA staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children.

Consequences of Breaching the Code of Conduct

Staff, volunteers, members or contractors who breach this Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the organisation.

Code of Conduct Agreement

All CBA's staff, volunteers, members and contractors are responsible for promoting the safety and wellbeing of children by agreeing to and adhering to the standards of behaviour set out below:

I will...

- adhere to all relevant Australian and Victorian legislation, CBA's Child Protection Policy and other organisational policies.
- comply with any guidelines published by the CBA relating to physical contact and/or interaction with children and the differences between good and poor conduct in working with children (part of the CBA Child Safety Policy at the time of publication of this Code of Conduct).
- raise concerns with the Child Safety Officer if risks to child safety are identified in any of the activities, facilities, structures, procedures or staffing practices at CBA.
- take all reasonable steps to protect children from child abuse.
- report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct to CBA's Child Safety Officer.
- report any concern, allegation, disclosure or observation of child abuse or concern about the safety of children involved in CBA's activities to CBA's Child Safety Officer.
- respect the privacy of children and their families by keeping all information regarding Child Protection concerns confidential, only discussing information with the relevant people to follow reporting procedures and complaints resolution processes.
- treat all children with respect, regardless of race, colour, sex, gender identity, sexual orientation, language,

- religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status.
- listen to and value children's ideas and opinions.
 - welcome all children and their families and carers by being inclusive.
 - actively promote cultural safety, inclusion and seek to identify and resist discrimination and vilification.
 - listen to children and respond to them appropriately.
 - conduct myself in a manner consistent with the values of the CBA.

- work with children in an open and transparent way – other adults should always know about the work being done with children.
- observe professional boundaries with children at all times, including when seeing a child from CBA outside the activities organised by CBA (applicable to staff/coaches only).
- promptly obtain and/or provide a working with children check if requested to do so by the CBA.

I will not...

- condone or participate in behaviour with children that is illegal, unsafe or abusive.
- ignore or disregard any concerns, suspicions or disclosures of child abuse.
- exaggerate or trivialise child abuse issues.
- use hurtful, discriminatory or offensive behaviour or language with children.
- engage in excessively rough physical games or training that is inappropriate to the age or physical capacity of the children participating.
- discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation save as far as necessary for compliance with grading requirements for competitive basketball.
- 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.
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention.
 - circumvent the policies and procedures of CBA and/or engage in vigilanteism over perceived child safety concerns.
 - have one on one contact with children online, on social media or by phone for reasons unrelated to the activities of the CBA and the promotion of basketball.
 - use any computer, mobile phone, or video or digital camera to exploit or harass children.

I have read this Code of Conduct and agree to abide by it at all times.