



Adelaide Basketball Pty Ltd (Adelaide 36ers)

Child Safe Environments Code of Conduct

Caring for children and young people brings additional responsibilities for employees, players, contractors and volunteers of our Club to ensure the safety and wellbeing of children and young people who engage with the Club. All paid and unpaid staff are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

All employees, players, contractors and volunteers of the Club are responsible for promoting and protecting the safety and wellbeing of children and young people by:

- Acting in accordance with the Club child safety and wellbeing policies and procedures at all times;
- Behave respectfully, courteously and ethically towards children and their families and towards other staff;
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe;
- Promote the human rights, safety and wellbeing of all children and young people involved with the Club.
- Demonstrate appropriate personal and professional boundaries;
- Consider and respect the diverse backgrounds and different needs of children;
- Create an environment that promotes and enables children's participation that is welcoming, culturally safe and inclusive for all children and their families;
- Involve children in making decisions about activities, policies and processes that concern them wherever possible;
- Contribute, where appropriate, to the Club policies, discussions, learning and reviews about child safety and wellbeing;
- Identify and mitigate risks to children's safety and wellbeing as required by the Club's risk assessment & management policy or process;
- Respond to any concerns or complaints of child harm or abuse promptly and in line with the Clubs policy and procedure for receiving and responding to complaints;
- Report all suspected or disclosed child harm or abuse as required by (relevant legislation) and by the Clubs policy and procedure on internal and external reporting;
- Comply with the Clubs protocols on communicating with children;
- Being a positive role model to children and young people in all your contact with them;
- Being alert to children and young people who are, or may be at risk of harm, and reporting this to the Child Abuse Report Line (13 14 78);
- Responding quickly, fairly and transparently to any serious complaints made by a child, young person or their parent/guardian.

Employees and volunteers must not:

- Engage in any unlawful activity with or in relation to a child;
- Engage in any activity that is likely to physically, sexually or emotionally harm a child;
- Unlawfully discriminate against any child or their family members;
- Be alone with a child unnecessarily;



44a Crittenden Road
Findon SA 5023
(08) 8345 0900
Adelaide36ers.com

- Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to the Club activities;
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by the Club policy and procedure on reporting;
- Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material;
- Work with children while under the influence of alcohol or prohibited drug;
- Ignore or disregard any suspected or disclosed child harm or abuse;
- Breach of the Clubs Code of Conduct.

If I think this Code of Conduct has been breached by another person in the Club I will:

- Act to prioritise the best interests of children;
- Take actions promptly to ensure that children are safe;
- Promptly report any concerns to my manager, the Clubs Child Safety Officer, the Chief Executive Officer or another manager or leader in the Club;
- Follow the Club policies and procedures for receiving and responding to complaints and concerns;
- Comply with (legislative requirements on reporting) if relevant, and with the Club.

I agree to abide by this Code of Conduct during my employment with the Club.

I understand that breaches of the Code of Conduct will be investigated by the Club and proven breaches will result in disciplinary sanctions being imposed. These sanctions will be consistent with the severity of the breach and can vary from a warning, counselling to dismissal or termination of a contract

I agree to abide by this Code of Conduct:

Name: _____

Signature: _____

Date: _____