



## Holland Park Junior Cricket Club

### MEMBER PROTECTION POLICY

VERSION 1

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## **HOLLAND PARK JUNIOR CRICKET CLUB MEMBER PROTECTION POLICY**

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### **1. STATEMENT OF COMMITMENT**

Holland Park Junior Cricket Club (HPJCC):

- Has the safety, wellbeing and interests of the children who are members of the Club as its paramount concern;
- embraces safety, fairness and inclusiveness for all;
- does not accept any form of harassment, discrimination or abuse;
- will take action against any inappropriate or unlawful behaviour.

### **2. PURPOSE OF OUR MEMBER PROTECTION POLICY**

The purpose of this policy is to provide and maintain a safe, fair and inclusive environment for members and other participants in the Club activities.

### **3. TO WHOM OUR POLICY APPLIES**

This policy applies to everyone involved in the activities of our Club, whether they are in a paid or voluntary capacity, and across all roles.

### **4. RESPONSIBILITIES**

#### **4.1 ORGANISATIONAL RESPONSIBILITIES**

The Club recognises and acknowledges that:

- It will promote appropriate standards of behaviour at all times;
- It will not accept harassment, discrimination or abuse as appropriate behaviour;
- It will promptly deal with any complaints made under this policy as outlined in this policy;
- Its officers and volunteers are not expected to be experts in the area of harm investigation and should err on the side of caution when reporting suspicions of harm to children to enable the appropriate authorities to investigate further;
- the Club will review this policy every 2 years;
- the Club will publish and promote this policy, including making a copy available to those to whom this policy applies.

#### **4.2 INDIVIDUAL RESPONSIBILITIES**

Individuals bound by this policy are responsible for:

- promoting and displaying appropriate standards of behaviour at all times;
- treating other people with respect and dignity;
- always placing the safety and welfare of children above other considerations;
- being responsible and accountable for their behaviour;
- making themselves aware of and complying with the contents of this policy including the Codes of Conduct;

- consenting to the screening requirements set out in this policy and the *Working With Children (Risk Management and Screening) Act 2000*;
- complying with any decisions and/or disciplinary measures properly imposed under this policy.

## **5.0 CODES OF CONDUCT**

Codes of conduct are included as attachments to this policy. Members must adhere to the Codes of Conduct.

## **6.0 PROTECTION OF CHILDREN**

### **6.1 IDENTIFYING AND ANALYSING RISKS OF HARM**

The Club will use the child protection risk management checklist, contained in attachment 6, as a due diligence checklist.

### **6.2 CHOOSING SUITABLE EMPLOYEES AND VOLUNTEERS**

All coaches and managers must obtain a Blue Card unless they hold an exemption.

All employees who work with children must obtain a Blue Card unless they hold an exemption.

The Club will comply with the requirements of the *Working With Children (Risk Management and Screening) Act 2000*. The Club will adhere to Blue Card application process and requirements set by Blue Card Services (QLD Government).

### **6.3 TRAINING AND SUPPORT**

The Club will provide information to employees and volunteers to promote a safe and inclusive environment.

### **6.4 SUPERVISION**

While the Club endeavours to provide an appropriate level of supervision of children, it is the parent and guardians responsibility to ensure they are comfortable with the environment in which they are putting their child.

If an employee or volunteer finds a child is unsupervised they should, if possible, assume responsibility for the child's safety until the child's parent/guardian or supervisor is located.

If it appears an employee or volunteer will be left alone with just one child who is not their own child, the employee or volunteer will:

- a. ask another adult to stay until the child is collected, or
- b. ensure their own child is also present, or
- c. locate themselves in a publicly visible location.

## **6.5 TRANSPORTATION**

Parents and guardians are responsible for the transportation of their children to and from Club activities.

## **6.6 IMAGES OF CHILDREN**

Wherever possible, employees and volunteers will obtain permission from a child's parent or guardian before taking an image of a child not their own.

The Club will only use images of children that are relevant to our Club's activities and we will ensure that they are suitably clothed in a manner that promotes our Club. We will seek permission from a child's parent or guardian before using their images.

If using a photo of a child, the Club will not name or identify the child or publish personal information without the consent of a parent or guardian.

## **7.0 HARASSMENT AND DISCRIMINATION**

HPJCC does not accept any form of harassment and discrimination.

Any person who believes that they, or a child in their care, are being, or have been, harassed or discriminated against by another person bound by this policy is encouraged to raise their concerns with the Club. Any person can make an internal complaint, a complaint to an external agency, or both.

## **8.0 HOW TO RAISE CONCERNS OR COMPLAINTS**

Any person may make a complaint about a person bound by this policy if they feel there has been a breach of this policy.

### **8.1 REPORTING SUSPECTED ABUSE AND NEGLECT**

Any person who believes a child is in immediate danger or in a life-threatening situation, should contact the police immediately.

Employees, volunteers, or other Club participants, may make a report to the Club President or other committee member if they suspect on reasonable grounds that a child has been, or is being, abused or neglected. That report will be passed on to the relevant external agency as it is outside the remit of the Club's responsibilities or authority.

That person should at the same time make a complaint to an external agency such as the Police or Department of Communities.

The procedure for handling allegations of child abuse is contained in Attachment 2.

## **8.2 OTHER COMPLAINTS RELATING TO CLUB ACTIVITIES**

Complaints relating to harassment, discrimination or other inappropriate (but not criminal) behaviour will be dealt with by the Club following the *Procedure For Handling Complaints (Other Than Complaints Related To Child Abuse)* which is contained in Attachment 3.

If a complaint is received that relates to a potentially criminal activity the Club will report it immediately to the Police and/or Department of Communities and will not investigate internally.

### **SUMMARY OF PROCEDURE:**

HPJCC will respond to all complaints of harassment or discrimination promptly, seriously and with a high degree of sensitivity.

Complainants must be aware that the Club may have difficulty resolving complaints while also maintaining anonymity. Procedural fairness may mean that the Club is required to provide the person/people complained about with full details of the complaint so that they have a fair chance to respond.

In the handling of a complaint the Club may seek advice from or refer the complaint to EDJCA, BEARS, QLD Cricket, or any external agency (e.g., QPS, Department of Communities).

Members seeking advice on complaints should contact the Club's Member Protection Information Officer (MPIO).

## **9.0 DISCIPLINARY SANCTIONS.**

The Club President, management committee, disciplinary tribunal or sub-committee, may impose sanctions on a player or other person bound by this policy at its discretion.

A respondent will be given fair right of appeal.

## **Holland Park Junior Cricket Club Codes of Conduct**

### **PLAYERS**

- Respect the rights, dignity and worth of every person regardless of their personal attributes.
- Act honestly, in good faith and in the best interests of cricket.
- Play by the rules and show respect for other players, coaches and officials.
- Never argue with an umpire.
- Treat all participants in cricket as you like to be treated. Do not bully or take unfair advantage of another competitor;
- Give your best at all times.
- Control your temper.
- Be a good sport.
- Cooperate with your coach, teammates and opponents.
- Participate for your own enjoyment and benefit, not just to please parents, teachers or coaches.

### **COACHES**

- Place the safety and welfare of the players above all else.
- Act honestly, in good faith and in the best interests of cricket.
- Never argue with an umpire.
- Ensure that the time players spend with you is a positive experience;
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Provide equal opportunities to all players;
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- Respect the rights, dignity and worth of every person, regardless of their personal attributes.
- Help each person to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and make yourself aware of relevant coaching practices.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

## **OFFICIALS**

- Place the safety and welfare of the athletes above all else.
- Act honestly, in good faith and in the best interests of cricket.
- Be consistent, impartial and objective when making decisions.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- Respect the rights, dignity and worth of every person, regardless of their personal attributes.
- Address unsporting behaviour and promote respect for other players and officials.
- Ensure quality supervision and instruction for players.
- Support coaches and officials to improve their skills and competencies.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct club responsibilities with due care, competence and diligence.

## **PARENTS**

- Act honestly, in good faith and in the best interests of cricket.
- Join in. Take part by helping out coaches and officials at training and games.
- Never ridicule, yell at, or belittle a player.
- Remember, children are involved in cricket for their enjoyment, not yours;
- Remember that children learn best by example. Appreciate good performances and skillful play by all participants;
- Encourage your child to participate, play by the rules, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect officials' decisions and teach children to do likewise;
- Show appreciation for volunteers;
- Respect the rights, dignity and worth of every person, regardless of their personal attributes.



**Attachment 2:**  
**PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE**

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If you believe a child is in immediate danger or a life-threatening situation contact the Police immediately on 000.

Guidance on identifying children at risk of harm, and reporting responsibilities under QLD legislation is attached in (Attachment Number XX)

Anyone wishing to report an instance of child abuse, or suspected child abuse, to the club should contact the Club President or the Club's Member Protection Information Officer (MPIO).

HPJCC will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

It is not the responsibility of HPJCC members or officials to determine whether child abuse has occurred. However, all people working with HPJCC in a paid or unpaid capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

**Step 1: Receive the allegation**

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

<b>Do</b>	<b>Don't</b>
Make sure you are clear about what the child has told you	Do not challenge or undermine the child
Reassure the child that what has occurred is not his or her fault	Do not seek detailed information, ask leading questions or offer an opinion.
Explain that other people may need to be told in order to stop what is happening.	Do not discuss the details with any person other than those detailed in these procedures.
Promptly and accurately record the discussion in writing.	Do not contact the alleged offender.

**Step 2: Report the allegation**

Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm to police and/or the Department of Communities (QLD Government). You may need to make a report to both.

To contact the Department of Communities:

- **During normal business hours** contact your local child safety service centre or free call **1800 811 810**. Child safety service centres have professionally-trained child protection staff who are skilled in dealing with information about harm or risk of harm to children.
- **After hours and on weekends** contact the Child Safety After Hours Service Centre on **(07) 3235 9999** or freecall **1800 177 135**. The service operates 24 hours a day.

To contact Queensland Police Service:

- For non-urgent matters Queensland Police Service (QPS) can be contacted on 131 444 or online at [www.police.qld.gov.au](http://www.police.qld.gov.au)

Contact Department of Communities or QPS for advice if there is **any** doubt about whether the allegation should be reported.

If the allegation involves a person to whom this policy applies, then also report the allegation to the HPJCC Club President or Member Protection Information Officer (“**MPIO**”) so that they can manage the situation.

If a complaint related to suspected child harm, sexual abuse or other criminal activity is received, then the behaviour must be reported immediately to QPS and/or Department of Communities and not investigated internally.

### **Step 3: Protect the child and manage the situation**

- The Club will seek guidance from external agencies which may include Department of Communities, QLD Police Service, QLD Cricket or Cricket Australia. The Club will assess the immediate risks to the child and if necessary take interim steps to ensure the child’s safety and the safety of other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending him or her until any investigations have been concluded. Legal advice should be sought before any interim steps are made if the person is in paid employment with HPJCC.
- The Club will consider what services may be most appropriate to support the child and his or her parent/s.
- The Club will consider what support services may be appropriate for the alleged offender.
- The Club will put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

### **What Constitutes Child Abuse?**

The Department of Communities defines child abuse as:

- **Physical abuse:** punching, slapping, kicking, shaking, biting, applying physical 'discipline' or 'punishment' causing harm or injury
- **Emotional or psychological abuse:** constant criticism, scapegoating, name-calling, belittling, excessive teasing, ignoring, punishing normal behaviour, exposure to domestic and family violence, withholding praise and affection
- **Neglect:** failing to meet the child's basic needs for adequate supervision, food, clothing, shelter, safety, hygiene, medical care, education, love and affection and failure to use available resources to meet those needs
- **Sexual abuse or exploitation:** any sexual act or sexual threat imposed upon a child including exposure, indecent phone calls, voyeurism, persistent intrusion of a child's privacy, penetration, rape, incest, involvement with pornography, child prostitution.

Guidance on the signs of child abuse and neglect can be found at:

<https://www.communities.qld.gov.au/childsafety/protecting-children/what-is-child-abuse/signs-of-child-abuse-and-neglect>

A Fact Sheet on reporting allegations of child abuse in QLD is available at:

<http://www.playbytherules.net.au/resources/reporting-child-abuse-info-sheets>.

## **Attachment 3: PROCEDURE FOR HANDLING COMPLAINTS (OTHER THAN COMPLAINTS RELATED TO CHILD ABUSE)**

### **COMPLAINTS PROCEDURE**

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HPJCC will respond to all complaints of harassment or discrimination promptly, seriously and with a high degree of sensitivity.

Complainants must be aware that the Club may have difficulty resolving complaints while also maintaining anonymity. Procedural fairness may mean that the Club is required to provide the person/people complained about with full details of the complaint so they have a fair chance to respond.

#### **INFORMAL APPROACHES**

##### **Step 1: Talk with the other person**

Complainants are encouraged to try to sort out the problem with the respondent where reasonable and appropriate.

##### **Step 2: Contact the Member Protection Information Officer**

Talk with our Member Protection Information Officer (MPIO) if:

- the first step is not possible/reasonable;
- you are not sure how to handle the problem by yourself;
- you want to talk confidentially about the problem with someone and obtain more information about what you can do; or
- the problem continues after you tried to approach the person or people involved.

Contact details for our MPIO can be found on the HPJCC website.

The MPIO will:

- try to find out the facts of the problem;
- provide possible options for you to resolve the problem;
- act as a support person if you so wish;
- refer you to an appropriate person or agency to help you resolve the problem, if necessary;
- inform the relevant government authorities and/or police if required by law to do so;

After talking with the MPIO, you may decide:

- there is no problem;
- the problem is minor and you do not wish to take the matter forward;
- to try and work out your own resolution (with or without a support person such as a MPIO);
- to seek a mediated resolution with the help of a third person (such as a mediator); or
- to seek a formal approach.

#### **FORMAL APPROACHES**

If your complaint is not resolved or informal approaches are not appropriate or possible, you may:

- make a formal complaint in writing to the Club President or MPIO; or
- approach a relevant external agency such as the Anti-Discrimination Commission QLD, QPS, Department of Communities, for advice.

## Step 2: Dealing with a formal complaint

On receiving a formal complaint, the Club President will decide whether:

- they are the most appropriate person to receive and handle the complaint;
- the nature and seriousness of the complaint warrants a formal resolution procedure;
- to appoint a person to investigate the complaint;
- to refer the complaint to an external body (EDJCA or BEARS);
- to refer the matter to an appropriate authority.
- to implement any appropriate interim arrangements.

In making the decision(s) outlined above, the Club President will take into account:

- whether they have had any personal involvement in the circumstances which means that someone else should handle the complaint;
- the wishes of the complainant regarding the manner in which the complaint should be handled;
- the relationship between the complainant and the alleged offender (for example an actual or perceived power imbalance between the complainant and the respondent);
- whether the facts of the complaint are in dispute; and
- the urgency of the complaint, including the possibility that the complainant will be subject to further unacceptable behaviour while the complaint process is underway.

The complaint handler (the Club President or their delegate) will, to the extent that these steps are necessary:

- Conduct an investigation and record the findings of the investigation. The aim of the investigation will be to decide whether the matter alleged in the complaint did or didn't happen and any mitigating circumstances.
- Obtain statements from witnesses and other relevant evidence to assist in a determination, if there is a dispute over the facts.
- Seek advice from EDJCA, BEARS, QLD Cricket or other external agency.
- Put the allegations they've received to the alleged offender and ask them to provide their side of the story. This will preferably be done in writing, or face to face and the interview recorded. All allegations must be put to the alleged offender and they must be given opportunity to respond to each allegation.
- Make a finding as to whether the complaint is:
  - substantiated (there is sufficient evidence to support the complaint);
  - inconclusive (there is insufficient evidence either way);
  - unsubstantiated (there is sufficient evidence to show that the complaint is unfounded);
  - mischievous, vexatious or knowingly untrue.And provide a written record of the investigation to the Club President, disciplinary tribunal, or management committee.

## Imposing sanctions on an offender

The findings of the investigation carried out by the complaint handler will be considered by the Club President, disciplinary tribunal, or management committee, who will determine what further action to take.

Any sanction imposed by the Club will not be disclosed to any party other than the respondent.

## Right of appeal

The respondent will be given fair right of appeal. This may include appeal to EDJCA or BEARS.

### Documenting the resolution

Club President or their delegate will document the complaint, the process and the outcome. This document will be stored in a confidential and secure place.

### **EXTERNAL APPROACHES**

There are a range of other options available depending on the nature of the complaint. A complainant that feels harassed or discriminated against can seek advice from Anti-Discrimination Commission Queensland ('The Commission') without being obliged to make a formal complaint. If the commission advises that the problem appears to be harassment within its jurisdiction, a complainant may lodge a formal complaint with the commission.

A complaint must be lodged with the Commission within 1 year of the events which are the subject of the complaint. The Commission can accept a complaint after 1 year has expired, if there are good reasons for the delay.

YOU CAN CONTACT THE ANTI-DISCRIMINATION COMMISSION QUEENSLAND ON 1300 130 670 OR ONLINE AT: [HTTP://WWW.ADCQ.QLD.GOV.AU](http://www.adcq.qld.gov.au)

If you do lodge a complaint under anti-discrimination law, you may use an appropriate person (e.g. an MPIO) as a support person throughout the process. It is also common to have a legal representative, particularly at the hearing stage of a complaint.

You could also approach another external agency such as the police.

## **Attachment 4: REPORTING REQUIREMENTS**

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### **Reporting requirements**

Queensland has many professions that are mandatory reporters, and although people working in sporting or recreation organisations are not included in this category, there may be some individuals who do have this responsibility as a result of their employment with other organisations (e.g. teachers or doctors). Even though not required by law, anyone who suspects that a child or young person is at risk of neglect or abuse should report it to the Department of Communities, Child Safety and Disability Services.

Contact details for the Department are available online at <https://www.communities.qld.gov.au/childsafety/about-us/contact-us>



Witnesses	Names of potential witnesses.
Nature of complaint (category/basis/grounds)  Can tick more than one box	<input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods <input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse <input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation <input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision <input type="checkbox"/> Other .....
Information provided to them	
Resolution and/or action taken	
Follow-up action	



**Attachment 6. RECORD OF CHILD ABUSE ALLEGATION**

Before completing, ensure the procedures outlined in *Procedure for Handling Allegations of Child Abuse* have been followed and advice has been sought from the relevant government agency and/or police.

Complainant's Name (if other than the child)		Date Formal Complaint Received: / /
Role/status in sport		
Child's name		Age:
Child's address		
Person's reason for suspecting abuse (e.g. observation, injury, disclosure)		
Name of person complained about		
Role/status in sport	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official    .....	
Witnesses (if more than 3 witnesses, attach details to this form)	Name (1): Contact details: Name (2): Contact details: Name (3): Contact details:	
Interim action (if any) taken (to ensure child's safety and/or to support needs of person complained about)		
Police contacted	Who: When: Advice provided:	
Government agency contacted	Who: When: Advice provided:	
President and/or MPIO contacted	Who: When:	
Police and/or government agency investigation	Finding:	

Internal investigation (if any)	Finding:
Action taken	
Completed by	Name: Position: Signature: / /
Signed by	Complainant (if not a child)

This record and any notes must be kept in a confidential and safe place and provided to the relevant authorities (police and government) should they require them.

Attachment 7 Child and Youth Risk Management Strategy Checklist / Action Plan Template  
 (Blue Card system minimum requirements from <https://www.bluecard.qld.gov.au/risk-management.html>)

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
1. A statement of commitment to the safety and wellbeing of children and the protection of children from harm	x	Member Protection Policy		Included in policy	
2. A code of conduct for interacting with children and young people	x	Member Protection Policy		Included in policy	
3. Written procedures for recruiting, selecting, training and managing staff and volunteers	x	Member Protection Policy		included in policy	
4. Policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines	x	Member Protection Policy		- Included in policy - MPIO training	
5. A plan for managing breaches of the risk management strategy	x	Member Protection Policy		- Included in policy - MPIO training	
6. Policies and procedures for managing compliance with the blue card system	x	Member Protection Policy		- Included in policy - Blue card register	
7. Risk management plans for high risk activities and special events*		Association/Club documents		Risk management plan template available at <a href="https://www.bluecard.qld.gov.au/risk-management.html">https://www.bluecard.qld.gov.au/risk-management.html</a> - "Risk management plan for high risk	To be developed as required in event of high risk activities.

Mandatory Requirements	Does this already exist?				
	Yes	Location and/or amendments	No	Resources required	By whom/when?
				activities and special events template”	
8. Strategies for communication and support	x	Member Protection Policy		- MPIO training	

\*From <https://www.bluecard.qld.gov.au/pdf/rmst/201605-Child-and-youth-risk-management-strategy-toolkit.pdf>:

“For example you may wish to consider whether the activity or event:

- involves the participation of volunteers or people who are external to your organisation
- is to take place at an external venue or destination with a large amount of people and/or hazards (e.g. involving water hazards such as ponds, lakes or pools), and/or
- is to take place overnight or for a lengthy period of time

It is important to note that these are just some examples of the types of things which you might consider to assist in determining if an activity or event is high risk.”

## **Attachment 8: Identifying a child at risk of harm.**

Club members and officials are not expected to be experts in the area of harm and should err on the side of caution when reporting suspicions of harm to children to enable the appropriate authorities to investigate further

### **Identifying a child at risk of harm**

There are four types of abuse that constitute child abuse:

- Sexual
- Physical
- Emotional
- Neglect

Some indicators of child abuse are:

- Bruising, particularly in the face, head or neck region
- Injury left untreated
- Differing versions of how an injury occurred
- Child/relative advising of abuse
- A child, referring to someone else being abused, may mean him/herself
- Sexual behaviour which is inappropriate for the age of the child
- Nightmares/bedwetting/going to bed fully clothed
- A high level of distrust of other people
- An inability to relate well with adults and/or children
- Extreme attention seeking behaviour, disruptive or aggressive behaviour and bullying
- Seeking indiscriminate or inappropriate adult affection

The presence of one indicator does not necessarily suggest that a child is the subject of abuse. People working with children need to consider the context in which the indicators are observed and use common sense.

If you feel any doubt ring and consult with the QLD Police Service or Department of Communities.

## **Attachment 9 Definitions of Discrimination and Harassment**

### **What is discrimination?**

To abide by the law, a discrimination complaint needs to have a detriment or less favorable treatment because of a reason or ground protected by law in an area of public life.

In QLD the reasons or grounds protected by law are:

- (a) sex;
  - (b) relationship status;
  - (c) pregnancy;
  - (d) parental status;
  - (e) breastfeeding;
  - (f) age;
  - (g) race;
  - (h) impairment;
  - (i) religious belief or religious activity;
  - (j) political belief or activity;
  - (k) trade union activity;
  - (l) lawful sexual activity;
  - (m) gender identity;
  - (n) sexuality;
  - (o) family responsibilities;
  - (p) association with, or relation to, a person identified on the basis of any of the above attributes.
- (Anti-Discrimination Act 1991)*

### **What is harassment?**

There is no single definition of harassment in the QLD legislation. Harassment is dealt with under various Acts depending upon the context, ie Work Health & Safety Act, Anti-Discrimination Act.

Australian Sports Commission describes harassment as the offensive treatment of one person by others or another through vindictive, cruel, bullying, malicious or humiliating behaviour. Harassment is often an abuse of power or position, and it can cause stress, anxiety, loss of self-belief, physical ill-health and mental distress.

A further useful description of harassment is as follows: Behaviour by one person towards another that is offensive, abusive, belittling or threatening. It is unwelcome and the sort of behaviour a reasonable person would recognise as unwelcome.