



NEW ZEALAND OLYMPIC COMMITTEE CHILD PROTECTION POLICY

New Zealand Olympic Committee Purpose

Our vision is to inspire excellence and pride in New Zealanders and enable athletes to achieve on a world stage. To help achieve this vision, the New Zealand Olympic Committee (“NZOC”) has defined what it values, namely:

- Excellence;
- Integrity
- Leadership;
- Pride; and
- Respect.

Our Policy on Child Protection

The purpose of this document is to demonstrate NZOC’s commitment to these values in ensuring young athletes (defined as under 18 years of age at the commencement of the relevant Games) are safeguarded against injury, bullying, abuse, coercion and other forms of harm (“Harm”). The NZOC aims to foster an environment at all Olympic and Commonwealth Games (in particular, Youth Games) that is inclusive, positive and ensures the safety and wellbeing of young athletes.

The NZOC encourages all of its Member Federations to adopt child protection policies within their own sporting organisations to ensure their young athletes are safeguarded against Harm.

NZOC Obligations

To ensure young athletes are safeguarded from Harm, the NZOC will:

- Promote and implement appropriate procedures to safeguard the wellbeing of young athletes and protect them from abuse.
- Promote the health and wellbeing of young athletes by providing opportunities for them to take part in the Games safely.
- Ensure support staff members appointed for all youth Olympic and Commonwealth Games are police vetted. For senior Olympic and Commonwealth Games, support staff appointed who have direct responsibility for young athletes, will also be vetted. NZOC will confidentially consider the results of the vetting. If further investigation is required into the results of the police check then, in the interests of natural justice, the NZOC will discuss this information with the support staff member prior to making a decision concerning appointment or non-appointment as the case may be.
- Ensure all support staff members appointed for all Olympic and Commonwealth Games have signed either a support staff agreement or a NZOC code of conduct.
- Identify and stop any inappropriate behavior that comes to the NZOC’s attention.
- Respond to any allegations of misconduct of Harm of young athletes immediately and undertake any disciplinary procedures in line with the relevant document (i.e. athlete agreement, support staff agreement, employment agreement, contract for service, NZOC code of conduct).
- Provide support for young athletes should a young athlete suffer Harm.
- Where it is established that a young athlete has been or is likely to be, harmed (whether physically, emotionally or sexually), abused, neglected, deprived or ill-treated, report such matter to the relevant authority.
- Review this policy form when required, but at a minimum, every four years.



Young Athletes Access to Advice and Support

Should a young athlete need help and advice, he or she should:

- If During the Games Period, speak to the person who has responsibility for his/her sport in the Games Village or alternatively, the contact person(s) designated in the Team Protocols to assist with advice and support for young athletes. If the athlete does not feel comfortable with telling either of these contacts then we recommend telling a person who they do feel comfortable to discuss the issue with and who will help bring the issue to the attention of the above contacts;
or
- If Outside of the Games Period, email the NZOC CEO, (Kereyn@olympic.org.nz) or Team Services Director (Jake@olympic.org.nz) or speak in person to the NZOC CEO or the Team Services Director.

Upon receipt on any allegations of suspected or disclosed Harm, the NZOC will act in accordance with the following guidelines:

Event

Harm suspected, witnessed, reported or disclosed by young athlete or third party.

NZOC Actions

- Ensure the young athlete is safe from Harm (i.e. remove the young athlete from any harmful situation).
- Reassure the young athlete and provide support throughout the process.
- Confirm to the young athlete that his/her allegations are confidential and that information will only be shared where necessary to resolve the issue.
- Accurately document any information received including:
 - Type of Harm
 - Signs and symptoms
 - Any particular incidents with dates, times and place
 - Any action taken and the outcome of such action.
- In Games consult with the person responsible for the young athlete's sport and/or Chef de Mission.
- Out of Games consult with the NZOC CEO.
- Establish whether an authority (such as the police or high commission) needs to be contacted.

Consideration

- The person must be informed of any allegations against them.
- NZOC may stand down the relevant party (e.g. support staff member/athlete) while the matter is being investigated or take other actions in accordance with the athlete, support staff or other relevant agreement.
- Consider whether the parents/guardians and/or CEO of the National Federation should be informed, taking into consideration the wishes of the young athlete.
- Establish whether there is a contractual/employment issue and/or a police issue as these investigations must be kept separate.
- Undertake a review of any issues to ensure policy/ agreements are sufficient and appropriate to take into account the relevant scenarios.
- Where there is concern a young athlete needs emergency Police or medical attention, contact emergency services immediately.