



NEW ZEALAND OLYMPIC COMMITTEE SAFEGUARDING 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
- Respect

Our Policy on Safeguarding

The purpose of this document is to demonstrate NZOC’s commitment to these values in safeguarding NZ Team Members, in particular Young Athletes, from Harm during Games Periods. The NZOC aims to foster an environment at all Games that is inclusive, positive and ensures the safety and wellbeing of all NZ Team Members.

The NZOC encourages all of its Member Federations to adopt safeguarding policies within their own sporting organisations to ensure their athletes and members are safeguarded against Harm.

NZOC Obligations

To ensure NZ Team Members are safeguarded from Harm, the NZOC will:

- Promote and implement appropriate procedures to safeguard the wellbeing of NZ Team members and protect them from abuse.
- Promote and implement additional procedures, where necessary to ensure Young Athletes are safeguarded appropriately from abuse.
- Promote the health and wellbeing of all NZ Team Members by providing opportunities for them to participate in the Games safely.
- Appoint an NZOC Safeguarding Officer for the Games Period.
- Ensure Team Support appointed for all Youth Olympic and Commonwealth Games are police vetted. For Senior Olympic and Commonwealth Games, Team Support 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 Team Support member prior to making a decision concerning appointment or non-appointment as the case may be.
- Ensure all NZ Team Members have signed a NZ Team Member Agreement.
- Identify and stop any inappropriate behavior that comes to the NZOC’s attention.
- Respond to any allegations of misconduct or Harm of NZ Team Members immediately and undertake any disciplinary procedures in line with the relevant NZ Team Agreement.
- Provide support for NZ Team Members should an NZ Team Member suffer Harm.
- Where it is established that an NZ Team Member has suffered, or is likely to suffer, Harm, report such matter to the relevant authority.
- Review this Policy when required, but at a minimum, every four years.

Appointment of NZOC Safeguarding Officer

An NZOC Safeguarding Officer will be appointed by the NZOC by the NZOC Chief Executive Officer for the Games Period.

The NZOC Safeguarding Officer will be present at the Olympic Village throughout the Games Period (and available to those in NZOC approved satellite accommodation during the Games Period) and will be responsible for following up on all reported incidents of Harm. Specifically, the NZOC Safeguarding Officer shall be responsible for:

- Liaising with the NZ Team psychologists and medical team as required;
- Documenting all reports of Harm during the Games Period;
- Investigating all reports of Harm;
- Coordinating the submission of reports to the NZ Team Chef de Mission, if required;
- Ensuring notification of reports to local authorities, as appropriate and necessary pursuant to local law. For the sake of clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and
- Providing support to any concerned persons.

Access to Advice and Support

Should an NZOC Team Member 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 NZOC Safeguarding Officer. If the NZ Team Member 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 persons;
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.

Reports of Harm may be made in writing or verbally. The NZOC Safeguarding Officer/NZOC CEO or the Team Services Director shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that Harm has occurred, or is likely to occur. Based on the particular facts as detailed in the reports, the NZOC Safeguarding Officer/NZOC CEO or Team Services Director will determine how to proceed with each case. (See Appendix 1 for the flow diagram).

Disciplinary Procedure

Any alleged incident of Harm during the Games Period which constitutes a breach of the relevant NZ Team Agreement, may give rise to the NZOC initiating disciplinary proceedings. The measures and sanctions which may be taken are further described in the relevant NZ Team Agreement.

Conflicts

If an alleged incident of Harm has occurred between persons belonging to the NZOC, the incident shall be resolved by the NZOC. However, if the incident of Harm has occurred between a NZ Team Member and other organisations or different organisations (such as International Federations or National Olympic Committees), the NZOC will work with the relevant International Federation and/or National Olympic Committee to resolve such incident.

Where the procedure for safeguarding is not sufficient in such International Federation or National Olympic Committee, the NZOC may refer the matter to the IOC for resolution who shall take such action within its own competence to safeguard the concerned NZ Team Member, including taking any disciplinary action, if necessary

Definitions

For the purpose of this Policy, the following words and phrases shall mean:

- **“Athlete”** means a person who competes in the sport of a National Federation member of NZOC who wishes to be considered for nomination and selection to a Games Team.
- **“Games”** means any Olympic Games or Commonwealth Games and includes Pre-Elite Games, unless otherwise specified. For the purpose of this Regulation, games are excluded from this Regulation whereby the NZOC has the mandate to lead a team but does not have an NZOC Selection Policy in place for such games.
- **“Games Period”** means the period commencing when an Athlete or Team Support member’s accreditation is validated at the Games and ends at midnight the day after the closing ceremony of the Games.
- **“Games Village”** means the Games village allocated by the Games local organising committee, where NZ Team Members are staying during the Games Period.
- **“Harm”** means injury, bullying, abuse (physical, psychological or sexual), coercion and other forms of harm.
- **“IOC”** means the International Olympic Committee and is the governing body of the Olympic movement and ensures the regular celebration of the Olympic Games.
- **“NZ Games Team”** means the New Zealand team for a Games.
- **“NZ Team Member”** are Athlete selected for, or Team Support appointed to, a NZ Games Team.
- **“NZ Team Member Agreement”** means either an Athlete agreement, Team Support agreement, contract for service, employment agreement and/or have agreed to a NZOC code of conduct.
- **“Pre-Elite Games”** means Youth Olympic Games (Summer and Winter), Commonwealth Youth Games and any other games that the NZOC Board have agreed to select youth athletes to a Games Team.
- **“Team Support”** means is a person who is seeking to be appointed to a Games Team to provide support services to Athletes, including, but not limited to, physiotherapists, doctors, psychologists, coaches, managers and press attaches.
- **“Young Athletes”** means under 18 years of age at the commencement of the relevant Games.

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 NZ Team Member or third party.

NZOC Actions

- Ensure the NZ Team Member is safe from Harm (i.e. remove the NZ Team Member from any harmful situation).
- Reassure the NZ Team Member and provide support throughout the process.
- Confirm to the NZ Team Member 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 NZ Team Member's sport and/or the NZOC Safeguarding Officer.
- Out of Games consult with the NZOC CEO or Team Services Director.
- 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 NZ Team Member while the matter is being investigated or take other actions in accordance with the athlete, team support 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 and age of, the NZ Team Member.
- 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 an NZOC Team Member needs emergency Police or medical attention, contact emergency services immediately.