

CODE OF CONDUCT

Caring for children and young people brings additional responsibilities for Branch Instructors, Instructors, Assistant Instructors and volunteers within our organisation. All people within our organisation are responsible for promoting and protecting the safety and wellbeing of children and young people by:

- adhering to the organisation's child safe policy at all times and taking all reasonable steps to ensure the safety and protection of children and young people;
- treating everyone (this includes staff, volunteers, students, children, young people and parents) including those of diverse race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld;
- being a positive role model to children and young people in all conduct with them;
- setting clear boundaries about appropriate behaviour between yourself and the children and young people in our organisation – boundaries help everyone to understand their roles;
- listening and responding appropriately to the views and concerns of children and young people;
- being alert to bullying behaviours and responding promptly and appropriately;
- ensuring another adult is always present or in sight when conducting one to one instruction or other activity;
- being alert to children and young people who are, or may be at risk of harm, and reporting this quickly to the Child Abuse Report Line (13 14 78);
- responding quickly, fairly and transparently to any complaints made by a child, young person or their parent/guardian;
- encouraging children and young people to 'have a say' on issues that are important to them.

Staff and volunteers must not:

- engage in rough physical games;
- develop any 'special' relationships with children and young people that could be seen as favouritism such as the offering of gifts or special treatment;
- do things of a personal nature that a child or young person can do for themselves, such as toileting or changing clothes;
- discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability or sexuality.

Reporting a Breach of the Code of Conduct

If you believe, on reasonable grounds, that someone within our club has breached the Code of Conduct, the following must happen:

If the breach constitutes child abuse and neglect you must report it immediately to the Child Abuse Report Line on 13 14 78 and/or SA Police.

You must also notify our Chief Instructor, Grand Master Wahid Halimee (0412 909 500), or our Head Instructor Master Carol Halimee (0412 965 905) and our Member Protection and Child Safety Officer, Instructor Michael McVeity (0411 265 023), to enable the club to take any required immediate measures to ensure the safety of any member.

Consequences of Breaching the Code of Conduct

If a member of the club is found to have breached our Code of Conduct a range of possible sanctions may be applied, including:

- A direction that the individual makes a verbal and/or written apology.
- Counselling of the individual to address behaviour.
- Withdrawal of any awards, placings, achievements bestowed in any tournaments, activities or events held or sanctioned by World Taekwondo OSA.
- Suspension or termination of membership, participation or engagement in a club role or activity.
- De-registration of accreditation for a period or permanently.
- Any other form of discipline that our Club considers reasonable and appropriate.