



PAPUA NEW GUINEA SWIMMING INC.

CHILD WELFARE POLICY

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Papua New Guinea Swimming Inc.'s Core Values Papua New Guinea Swimming Inc.'s strategic plan states our vision as: *“to become the number one sport achieving excellence”*.

This Policy reflects PNG's commitment to providing an environment characterised by safety, fairness, enjoyment and respect, and our desire to nurture and protect Aquatic sport.

2. Purpose of this Policy

This Policy is created from the following guiding principles:

- a) the Child's welfare as the priority consideration;
- b) all Children, regardless of age, gender, racial origin, religious belief, sexual identity and or disability, have a right to enjoy sport free from Child Abuse and all forms of Bullying, Harassment and Discrimination;
- c) Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- d) all individuals, and Clubs bound by this Policy have responsibilities for the welfare of Children in our sport;
- e) all individuals and Clubs bound by this Policy must act in accordance with the law of PNG in relation to Child protection issues; and
- f) PNGSI is committed to the protection of Children within our sport and will not tolerate practices in breach of this Policy.

Through this Policy, PNGSI aims to ensure that:

- a) our core values, good reputation and positive behaviours and attitudes are maintained, so as to provide a safe, fair and inclusive environment for everyone associated with our sport;
- b) every Child involved in our sport is treated with respect and dignity and is safe and protected from Child Abuse, Bullying, Harassment or Discrimination; and
- c) everyone involved in our sport is aware of his or her legal and ethical rights and responsibilities relating to the welfare of Children, as well as the standards of behaviour expected of them in PNG and when away.

Any form of Bullying, Harassment or Discrimination is actionable if the victim feels distress or concern as a result of the aggressive and upsetting behaviour.

The “Child Welfare Policy General Information & Procedures” for this Policy provide the procedures that support our commitment to preventing Child Abuse, Bullying, Discrimination, Harassment and other forms of inappropriate behaviour in our sport.

This Policy is supplemented by PNGSI's Member Welfare Policy, which provides specific guidelines and Complaints Procedures relating to the welfare and well-being of all members in our sport.

The Executive Board of PNGSI has endorsed this Policy and the “Child Welfare Policy General Information & Procedures” and may be amended from time to time at the recommendation of the PNGSI Executive.

3. Who is bound by this Policy?

This Policy applies to PNGSI and its affiliated Clubs and volunteers.

- a) athletes;
- b) support personnel including but not limited to team/squad managers, physiotherapists, psychologists, masseurs, and sport trainers;
- c) coaches;
- d) technical Officials; and
- e) parents, guardians, spectators and sponsors

4. Responsibilities

All Individuals and organisations bound by this Policy have a role to play in discouraging unacceptable behaviours in the Aquatic environment and in promoting an accepting and enjoyable atmosphere for all persons involved in our sport. PNGSI and its Member Clubs must:

- a) adopt, implement and comply with this Policy and its accompanying procedures;
- b) agree to be bound by and adhere to this Policy;
- c) publish, distribute and otherwise promote this Policy and the consequences for breaching it;
- d) promote and model appropriate standards of conduct at all times;
- e) promptly deal with any breaches of or Complaints made under this Policy in an impartial, sensitive, fair, timely and confidential manner;
- f) apply this Policy consistently without fear or favour;
- g) recognise and enforce any penalty imposed under this Policy irrespective of the party imposing the penalty;
- h) ensure that a copy of this Policy is available or accessible to the persons, Clubs and organisations to whom this Policy applies;
- i) appoint or have access to appropriately trained people to receive and handle Complaints and allegations and display the names and contact details in a way that is readily accessible; and
- j) monitor and review this policy at least bi-annually

Individuals bound by this policy must:

- a) make themselves aware of the policy and complying with the Codes of Conduct it sets out;
- b) be accountable for their behaviour;
- c) follow the steps outlined in this policy for making a complaint or reporting possible Child Abuse; and
- d) comply with any decisions and/or disciplinary measures imposed under this Policy

Specifically:

- a) PNGSI, Member Associations, Affiliates, Clubs, and people in positions of authority (including but not limited to coaches, and technical officials) should understand what Child Abuse, Bullying, Harassment and Discrimination are and follow and implement the correct Complaints Procedures when any of these behaviours are reported.
PNGSI will provide information so that volunteers and employees are able to identify and respond to Children at risk of harm. PNGSI will make all volunteers aware of their responsibilities under respective PNG laws if they have suspicion on reasonable grounds that a Child has been or is being abused or neglected.

- b) Coaches, technical officials, employees and other persons in positions of authority should:
- be alert to these behaviours and signs of distress and anxiety in athletes and other members;
 - respond to incidents of Child Abuse, Bullying, Harassment and Discrimination according to this Policy and Complaints Procedure;
 - model tolerant and accepting behaviours; and
 - make it known that Child Abuse, Bullying, Harassment and Discrimination are not acceptable
- c) Clubs should:
- make recognition and adherence to this Policy and Complaints Procedure a condition of membership of the Club;
 - disseminate information on this Policy widely to make the Policy known and available to all members;
 - respond to incidents of Child Abuse, Bullying, Harassment and Discrimination according to this Policy and Complaints Procedure;
 - act in the best interests of their Child members and their safety and welfare; and
 - foster an environment of tolerance, friendship and enjoyment

PNGSI has developed Codes of Conduct as guidelines for acceptable behaviour for all of its members.

5. Child Welfare Requirements

Every Club /Organisation and individual bound by this Policy must always place the safety and welfare of Children above all other considerations.

PNGSI and its Clubs acknowledge that their members, and volunteers provide a valuable contribution to the positive experiences of Children. The aim to ensure this continues and to protect the safety and welfare of Children. Several measures to achieve this include:

- a) compliance with PNG Child welfare laws;
- b) prohibiting any form of Child Abuse, Bullying, Harassment and Discrimination against Children;
- c) carefully selecting and screening individuals whose role requires them to have regular contact with Children;
- d) providing Complaints Procedures for raising concerns or complaints; and
- e) providing education and information to those involved in our sport on Child Abuse, Bullying, Cyber Bullying, Harassment, Discrimination and Child protection

This Policy requires that any person who knows or reasonably suspects that a Child is or has been the victim of Child Abuse by someone involved in or related to swimming, report it immediately to the relevant Child Welfare agency and the executive board, preferably the President of the Involved Club or Organisation.

The President of the Involved Club must seek guidance from the PNG Child Welfare Agency about whether it is appropriate for the Complaints Procedures under the “PNG Child Welfare Policy General Information and Procedures”. All allegations of Child Abuse must be dealt with promptly, seriously, sensitively and confidentially, noting a person will not be victimised for reporting an allegation of Child Abuse and the privacy of all persons concerned will be respected. The Complaints Procedures for handling allegations of Child Abuse are outlined in the “Child Welfare Policy General Information and Procedures” and must be followed.

6. Best Practice Procedures

The following best practice procedures are strongly recommended for those in contact with Children.

At training or at competitions Clubs and individuals bound by this Policy should:

- a) ensure that there is enough supervision as appropriate for the age of the Children;
- b) ensure that Children have access to a responsible adult of the same gender as the Children concerned, at all possible times;
- c) avoid private one-on-one situations with Children and have any meeting in the presence of another Athlete or responsible adult, or in an open and clearly visible area;
- d) foster an environment of friendship, cooperation, tolerance and good sportsmanship between Children;
- e) ensure that any immediate disciplinary measures are non-violent and do not involve humiliation or cause anxiety;
- f) be aware of and be quick to act on any games that are physically rough or sexually provocative or that involve inappropriate language or contact;
- g) get the consent of a Child before making physical contact with them and let the Child know what you are doing and why;
- h) ask gender appropriate officials, parents or guardians to be responsible for Children while in the changing rooms;
- i) ensure where Children are being picked up from training or the event, depending on the age of the Child, Children should be collected from a pre-determined area so the Coach or other responsible official can recognise when a Child has not been picked up and arrange for appropriate supervision;
- j) ensure for older Children, an action plan be discussed with the squad so that such Children can find a safe way home; and
- k) ensure Children are not invited to a coach's house or other adult in a position of authority unless accompanied by that Child's parent or guardian, or with the consent of a parent or legal guardian

At camps or competitions requiring overnight accommodation organisations and individuals bound by this Policy should also ensure that:

- a) teams are appropriately accompanied by the same gender coaches and officials;
- b) Children room with Children of the same gender and where appropriate and available, with other Children of approximately the same age;
- c) coaches, officials and other responsible adults of the opposite gender are accompanied by a coach, official or other responsible adult of the same gender if there is a need for them to enter the living or sleeping area of Children of the opposite sex, and where possible, this should be avoided and all contact should be in "group time";
- d) any transport provided to a Child by private car by a coach, official or other responsible occurs with prior consent of the parents or guardians of the Child (unless in an emergency) and that an additional adult, preferably of the same gender as the Child (or other older Children) is also in the car. Children should always sit in the back seat; and
- e) where transport is provided to Children in a mini-bus or larger vehicle there is adequate age-appropriate supervision with at least one same gender (of Children) coach, official or other responsible adult present at all times

7. What is a breach of this Policy?

It is a breach of this Policy for any person or organisation, to which this Policy applies, to do anything contrary to this Policy, including but not limited to:

- a) discriminated against, bullied, harassed or inflicted Child Abuse on any Child;
- b) victimised another person for reporting a complaint;
- c) failed to follow PNGSI policies and procedures for the protection, safety and welfare of Children;
- d) disclosed to any unauthorised person or organisation any information in relation to a complaint under this Policy of a private, confidential or privileged nature;
- e) made a complaint under this Policy that they knew to be untrue, distressing, malicious or improper;
- f) appointed or continued to appoint a person to a role that involves working with Children contrary to this Policy;
- g) failed to comply with a penalty imposed after a finding that the individual, Club or organisation has breached this Policy;
- h) engaged in a sexually inappropriate or unlawful relationship with a Child; and
- i) failed to comply with a direction given to the individual, Club or organisation during the Complaints Procedure

8. Complaints Procedures

Complaints Procedures are set out in the “Child Welfare Policy General Information and Procedures” and aim to provide a simple, confidential and trustworthy process for handling complaints based on the principles of Natural Justice. Any person may make a Complaint about an organisation or individual bound by this Policy if they reasonably believe that an organisation or individual bound by this Policy has breached this Policy.

All Complaints will be dealt with promptly, seriously, sensitively and confidentially and in accordance with the Complaints Procedure.

Any Complaint involving Child Abuse must be regarded as a formal complaint under the Complaints Procedure.

9. Improper Complaints and Victimisation

PNGSI, Clubs, Member Associations and Affiliates aim to ensure that the complaints procedure has integrity and is free of unfair repercussions or victimisation against the person making the complaint. All necessary steps will be taken to make sure that people involved in a complaint are not victimised. Disciplinary measures can be imposed on anyone who harasses or victimises another person for making a complaint or supporting another person’s complaint.

10. Forms of Discipline

If an organisation or individual bound to this Policy breaches this Policy, one or more forms of discipline may be imposed. These may include but are not limited to making a verbal or written apology, being suspended. More information on the range of disciplinary measures and the factors that will be considered before imposing discipline is contained in the “Child Welfare Policy General Information and Procedures”.

11. Dictionary

This Dictionary sets out the meaning of words used in this Policy and in the “Child Welfare Policy General Information and Procedures” without limiting the ordinary and natural meaning of the words. Where a term is not defined it should be given its ordinary and natural meaning.

Abuse means any form of Harassment and includes all abuse as defined in Child Abuse as well as physical abuse, emotional abuse (including psychological abuse), sexual abuse, neglect, and abuse of power that has caused, is causing or is likely to cause harm to a Child’s wellbeing or development. Examples of abusive behaviour include but are not limited to bullying, humiliation, verbal abuse and insults.

Athlete means a swimmer, whether recreational or competitive and who is an individual member of PNGSI, a Member Association or Affiliate.

Affiliate has the same meaning given to the term under the PNGSI Constitution, which means associations which are not full members of PNGSI and affiliate with PNG Swimming for FINA requirements e.g. Water Polo, PNG Masters

Appeals Tribunal means the panel created in accordance with the “Child Welfare Policy General Information and Procedures” to handle an appeal under this Policy.

Attachment means an attachment to this Policy.

Bullying means any use of aggression or taunting with the intent to cause harm to the victim. It may be physical or emotional and in serious cases may also be discrimination. Bullying may be done in person, by phone, email, SMS or other means.

Child/Children means an Athlete or individual who is under 18 years of age.

Child Abuse is any form of behaviour directed towards a Child that is a crime as indicated PNG Child welfare legislation as applicable from time to time and includes, but not limited to:

- **physical abuse**, by hurting a Child or a Child’s development (e.g. hitting, shaking or other physical harm; giving a Child alcohol or drugs; or training that exceeds the Child’s development or maturity)
- **sexual abuse** by adults or other Children, where a Child is encouraged or forced to watch or engage in sexual activity or where a Child is subject to any other inappropriate conduct of a sexual nature (e.g. sexual intercourse, masturbation, oral sex, pornography, including Child pornography, or inappropriate touching or conversations)
- **emotional abuse**, by ill-treating a Child (e.g. humiliation, taunting, sarcasm, yelling, negative criticism, name-calling, ignoring or placing unrealistic expectations on a Child)
- **neglect** (e.g. failing to give a Child food, water, shelter or clothing or to protect a Child from danger or foreseeable risk of harm or injury)
- any other violation of a Child by a person in a position of trust and authority

Child Welfare Policy General Information and Procedures means the supporting information and procedures for the implementation of the Policy, which are contained in a separate document.

Club has the same meaning given to the term under the PNGSI Constitution, means any swimming club of PNGSI or an Affiliate.

Codes of Conduct means the General and Role Specific Codes of Conduct. Breaches of the codes of conduct will be dealt with under this Policy.

Complaint means a Complaint made under Clause 8 of this Policy.

Complainant means the person making a Complaint and includes a parent, guardian or adult representative of the Child.

Complaints Procedure means the Complaints Procedure set out in the Child Welfare Policy General Information and Procedures.

Discrimination means treating, proposing to treat or requesting, assisting, instructing or encouraging another person to treat a person less favourably than someone else on the basis of an attribute or personal characteristic they have. The relevant attributes or characteristics include but are not limited to the following:

- age;
- disability;
- physical features;
- Irrelevant medical record;
- Irrelevant criminal record;
- race;
- religious belief or activity;
- sex or gender;
- sexual orientation;

Discrimination also includes any other behaviour recognised by PNG law as discrimination.

District means the regional area organisation which exists in PNG and to whom clubs may be members.

Harassment is any type of behaviour that the other person does not want, that is offensive, abusive, belittling or threatening, is unwelcome and of a type that a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated. Harassment includes Bullying.

Unlawful harassment includes the above but may be of a sexual nature or target a person because of their race, sex, pregnancy, marital status, sexuality or other characteristic (see characteristic list under Discrimination).

The basic rule is if someone else finds it harassing then it may be harassment. Harassment may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal.

Hearing Tribunal means the panel created in accordance with the “Child Welfare Policy General Information and Procedures” to hear a complaint under this Policy.

Involved Organisation means the relevant organisation to receive a Complaint and may be PNGSI a Club, Member Association or Affiliate.

Mediator means a person appointed to mediate a Complaint made under this Policy, preferably with relevant skills, qualifications or training in mediation.

Member has the same meaning given to the term under the PNGSI Constitution.

Member Association has the same meaning given to the term under the PNGSI Constitution.

Member Protection Information Officer and **MPIO** means a person appointed as the first point of contact for a person reporting a Complaint under, or a breach of, this Policy. The MPIO provides confidential information and moral support to the person with the concern or who is alleging Harassment or a breach of this Policy.

Natural Justice (or procedural fairness) requires that:

- Both the complainant and the respondent must know the full details of what is being said against them;
- Both the complainant and the respondent must be given full opportunity to respond to the allegations and raise any matters in their own defence;
- all parties need to be heard and all relevant submissions considered;

- irrelevant matters should not be taken into account;
- no person may judge their own case;
- the decision maker(s) must be unbiased, fair and just; and
- the penalties imposed must not outweigh the breach of this Policy or offending behaviour

Panel Members means a member of an Appeals Tribunal or Hearing Tribunal convened under this Policy.

Policy means this Child Welfare Policy and its Attachments.

Respondent means the person who is being complained about.

PNGSI Constitution means the constitution of PNGSI as in force and amended from time to time.

Sexual harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment.

Sexual harassment is not behaviour based on mutual attraction, friendship and respect. If the interaction is between consenting adults, it is not sexual harassment.

Sexual offence means a criminal offence involving sexual activity or acts of indecency. Because of differences under state and territory laws, this can include but is not limited to:

- rape
- indecent assault
- sexual assault
- assault with intent to have sexual intercourse
- incest
- sexual penetration of Child under the age of 16
- indecent act with Child under the age of 16
- sexual relationship with Child under the age of 16
- sexual offences against people with impaired mental functioning
- abduction and detention
- procuring sexual penetration by threats or fraud
- procuring sexual penetration of a Child under the age of 16
- bestiality
- soliciting acts of sexual penetration or indecent acts
- promoting or engaging in acts of Child prostitution
- obtaining benefits from Child prostitution
- possession of Child pornography
- publishing Child pornography and indecent articles

Transgender is a general term applied to individuals and behaviours that differ from the gender role commonly, but not always, assigned at birth. It does not imply any specific form of sexual orientation.

Victimisation means subjecting a person or threatening to subject a person to any detrimental or unfair treatment because that person has or intends to pursue their rights to make a Complaint under law or under this Policy, or for supporting another person to make a Complaint.

12. Other relevant Policies and Position Statements

Further details of other relevant policies and position statements which have the potential to impact on the welfare of all our Members include:

12.1 Member Welfare Policy

This Policy aims to ensure that our core values, good reputation and positive behaviours and attitudes are maintained. It assists us in ensuring that every person involved in our sport is treated with respect and dignity, and is safe and protected from abuse. This Policy also aims to ensure that everyone involved in our sport is aware of his or her legal and ethical rights and responsibilities.

12.2 Privacy Policy

PNGSI routinely collects personal information about individuals and considers that protecting their personal information is important and PNGSI takes their right to privacy seriously. The Privacy Policy covers PNGSI's regulations on the collection, purpose, storage, use and distribution of information.

12.3 Risk Management Policy

Risk Management identifies the chance of something happening which will impact on an organisation's objectives, measured in terms of consequence and likelihood. PNGSI's Risk Management Policy aims to reduce, transfer or avoid risks in order to protect its Member.

12.4 Anti-Doping Policy

PNGSI is bound by the World Anti-Doping Authority (WADA), ORADA Doping Agency policies in ensuring Athletes are able to participate in a drug free environment.

12.5 Gender Identity Position Statement

PNGSI is committed to providing a safe, fair and inclusive sporting environment where people of all backgrounds can contribute and participate.

12.6 Social Media Guidelines

PNGSI acknowledges the enormous value of social networking websites, such as Facebook and Twitter, to promote our sport and celebrate the achievements and success of the people involved in our sport.

We expect all people bound by this policy to conduct themselves appropriately when using social networking sites to share information related to our sport.

Social media postings, blogs, status updates and tweets:

- must not use offensive, provocative or hateful language
- must not be misleading, false or injure the reputation of another person ☒ should respect and maintain the privacy of others
- should promote the sport in a positive way

12.7 Cyber Bullying Policy

Bullying and harassment in all forms is regarded by PNGSI as unacceptable in swimming. The emergence of new technologies and communication tools such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and improper comments.

Messages or statements made using these means of communication are largely instantaneous, and can easily be reverberated by others. Others may also manipulate a person by encouraging a statement to be made on Twitter or Facebook, for example, when the author may be upset or vulnerable. Bullying has the potential to cause great anxiety and distress to the person who has been the target of any comments or statements. In some cases, bullying is regarded as a criminal offence punishable by imprisonment, amongst other things. Frustration at officials, team mates, coaches or PNGSI and its Member Associations should never be communicated on social network channels, but rather by way of reasoned and logical verbal and written statements and where appropriate, complaints, to the relevant controlling Club, Member Associations or PNGSI.

12.8 Smoke-free environment Policy

The following policy applies to all sporting and social events:

- No smoking shall occur at or near any swimming event involving persons under the age of 18. This policy shall apply to coaches, athletes, trainers, officials and volunteers.
- Social functions shall be smoke free with smoking permitted at designated outdoor smoking areas in accordance with facility rules and government legislation.
- Coaches, officials, volunteers and athletes will refrain from smoking and remain smoke free while involved in an official capacity for any PNGSI, Member Association or Club activity.

12.9 Responsible Service and Consumption of Alcohol Position Statement

PNGSI recommends that Member Associations and their member clubs adhere to strict guidelines regarding the responsible consumption of alcohol, at endorsed events:

- alcohol should not be available nor be consumed at a swimming event at which Children under 18 are participants in the sport
- responsible service and consumption of alcohol should apply to any alcohol to be consumed after the competition has concluded
- wherever possible, food, low-alcohol alternatives and water and soft drinks should be available at events where alcohol is served
- a committee member should be present at events where alcohol is served to ensure appropriate practices are followed
- safe transport options should be promoted as part of any event where alcohol is served

12.10 Child Protection Position Statement

PNGSI is committed to the safety and well-being of all Children and young people who participate in our sport or access our services. We support the rights of the Child and will act at all times to ensure that a Child-safe environment is maintained.

We acknowledge the valuable contribution made by our staff, members and volunteers and we encourage their active participation in providing a safe, fair and inclusive environment for all participants.

12.10.1 Identify and analyse risk of harm

We will develop and implement a risk management strategy, including a review of our existing Child protection practices, to determine how Child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to Children because of the actions of an employee, volunteer or another person.

12.10.2 Develop codes of behaviour

We will develop and promote a code of behaviour that sets out the conduct we expect of adults when they deal and interact with Children involved in our sport, especially those in our care. We will also implement a code of behaviour to promote appropriate conduct between Children.

These codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour.

12.10.3 Choose suitable employees and volunteers

We will take all reasonable steps to ensure that our organisation engages suitable and appropriate people to work with Children, especially those in positions that involve regular unsupervised contact with Children. This will include using a range of screening measures.

We will ensure that Working with Children Checks are conducted for all employees and volunteers who work with Children, where an assessment is required by law. If a criminal history report is obtained as part of their screening process, we will handle this information confidentially and in accordance with the relevant legal requirements.

12.10.4 Support, train, supervise and enhance performance

We will ensure that all our volunteers who work with Children have ongoing supervision, support and training. Our goal is develop their skills and capacity and to enhance their performance so we can maintain a Child-safe environment.

12.10.5 Empower and promote the participation of Children

We will encourage Children and young people to be involved in developing and maintaining a Child-safe environment for our sport.

12.10.6 Report and respond appropriately to suspected abuse and neglect

We will ensure that all our volunteers are able to identify and respond appropriately to Children at risk of harm and that they are aware of their responsibilities under PNG laws to make a report if they suspect on reasonable grounds that a Child has been, or is being, abused or neglected.

Further, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a Child, or is in breach of this policy, he or she may make an internal complaint.

12.11 Taking images of Children Position Statement

Images of Children can be used inappropriately or illegally. PNGSI recommends that Member Associations and Clubs, wherever possible, obtain permission from a Child's parent/guardian before taking an image of a Child that is not their own. They should also make sure the parent/guardian understands how the image will be used.

To respect people's privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets.

When using a photo of a Child, we will not name or identify the Child or publish personal information, such as a residential address, email address or telephone number, without the consent of the parent/guardian. We will not provide information about a Child's hobbies, interests, school or the like, as this can be used by paedophiles or other persons to "groom" a Child.

We will only use images of Children that are relevant to our sport and we will ensure that they are suitably clothed in a manner that promotes participation in the sport. We will seek permission from the parents/guardians of the Children before using the images. We recommend our Member Associations and clubs to do likewise.

PNGSI CHILD WELFARE REQUIREMENTS / WORKING WITH CHILDREN

Background

PNGSI is committed to providing a Child-safe environment. As part of this, we will recruit volunteers who do not pose a risk to Children.

PNGSI including our Member Associations and Clubs, will meet the requirements of the PNG Law

Individuals travelling with Children and young people to another region within PNG or another country in a work related capacity must comply with the screening requirements of PNGSI.

ATTACHMENT A1: CHILD WELFARE DECLARATION

..... (Involved Organisation) has a duty of care to all those associated with the sport and to the individuals and organisations to whom our national Child Welfare Policy applies. As a requirement of our national Child Welfare Policy,

..... (Involved Organisation) must enquire into the background of those who undertake any work, coaching or have regular unsupervised contact with people under the age of 18 years.

I (Name) of

..... (Address) born/...../..... (Date)

Sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to Children or acts of violence.
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving Child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence.
4. I am not currently serving a sanction for an anti-doping rule violation under WADA OR ORADA approved anti-doping policy applicable to me.
5. I will not participate in, facilitate or encourage any practice prohibited by the World Anti-Doping Agency Code or any other ORADA approved anti-doping policy applicable to me.
6. To my knowledge there is no other matter that PNG Swimming Limited may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
7. I adhere to any PNG working with Children legislative requirements.

Declared in on/...../.....(Date)

Signature

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my Child. I confirm and warrant that the contents of the declaration provided by my Child are true and correct in every particular.

Name:

Signature: Date: