

Member Protection Declaration

The NZALU incorporating the NZLA and NZWLA is committed to protecting the health and welfare of its members and in particular children, vulnerable adults and officials working with these groups.

NZALU asks all volunteer coaches, managers and other staff invited to work with these groups within NZALU programmes to adhere to the following guidelines:

Code of Conduct, Preventative Advice to Junior Programme Staff, NZALU Recruiting Guidelines, and relevant photography/video of minor's legislation and by-laws.

Staff will be asked to confirm they have read and understood these guidelines and demonstrate this by signing this Member Protection Declaration.

Code of Conduct

1. **Respect the rights, dignity and worth of every individual athlete as a human being**
 - Treat everyone equally regardless of sex, disability, ethnic origin or religion
 - Respect the talent, developmental stage and goals of each athlete in order to help each athlete reach their full potential

2. **Maintain high standards of Integrity**
 - Operate within the rules of your sport and in the spirit of fair play, while encouraging your athletes to do the same
 - Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the New Zealand Sports Drug Agency
 - Do not disclose any confidential information relating to athletes without written prior consent

3. **Be a positive role model for your sport and athletes and act in a way that projects a positive image of your work with the athletes**
 - All athletes are deserving of equal attention and opportunities
 - Ensure the athlete's time spent with you is a positive experience
 - Be fair, considerate and honest with athletes
 - Encourage and promote a healthy lifestyle – **refrain from smoking and drinking alcohol around athletes**

4. **Professional responsibilities**
 - Display high standards in your language, manner, punctuality, preparation and presentation
 - Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators
 - Encourage your athletes to demonstrate the same qualities
 - Be professional and accept responsibility for your actions
 - You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal
 - Those already in a committed relationship commencing prior to the signing of this document may however remain in that relationship
 - Accurately represent personal coaching qualifications, experience, competence and affiliations
 - Refrain from criticism of other coaches

Guidelines for Programme Staff

The above guidelines are of particular importance for Junior Programme Staff

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| <p>1. No 1 on 1 interaction with athletes in a closed off area</p> | <ul style="list-style-type: none"> • Always work with 2 or 3 players or have an 'observer' (staff member) present |
| <p>2. No physical manipulation of athletes, without the athletes prior permission and a witness</p> | <ul style="list-style-type: none"> • Use other coaching techniques • Approved staff only to provide massage and other recovery techniques |
| <p>3. No One on One Interviews</p> | <ul style="list-style-type: none"> • Have witnesses |
| <p>4. No regular individual SMS messages to individual athletes</p> | <ul style="list-style-type: none"> • Always include others |
| <p>5. No regular individual emails to individual Players</p> | <ul style="list-style-type: none"> • Always include others |
| <p>6. Do not spend a disproportionate amount of time with 1 player</p> | <ul style="list-style-type: none"> • Spread your time among all players |
| <p>7. For any team, where possible at least one of the appointed officials should be of the same gender as the team</p> | <ul style="list-style-type: none"> • Where possible have a same sex staff member present |
| <p>8. All staff adhere to 'Coaches Code Of Conduct'</p> | <ul style="list-style-type: none"> • <u>NZALU</u> Policy |

REMEMBER

The intention of a behaviour or comment by the person giving it is not relevant. The behaviour or comment is to be considered from the point of view of the person receiving it.

NZALU Junior Programme Recruiting Guidelines

All volunteer staff will be expected to conduct themselves in a professional manner and work in conjunction with other programme staff and athletes.

All volunteer staff will be expected to act as positive ambassadors and spokespeople for the NZALU and demonstrate a commitment to a long term athlete centred development philosophy. To this end, recruiting athletes to school programmes while involved in NZALU activities is unacceptable and is ground for dismissal from the programme. Any suggestions that a NZALU coach has used their position to coerce or encourage an athlete to change schools may result in their dismissal from the programme.

Background Checks

NZALU may undertake back ground checks on volunteer staff appointed or seeking appointment. This includes those roles who are likely to travel away with athletes under 18 years of age and to roles in which a person is likely to have unsupervised contact with players under 18 years of age.

Member Protection Declaration

I confirm I am a volunteer invited to work with NZALU programmes.

I have read and understand the above information in relation to NZALU member protection guidelines and understand my responsibilities and obligations under it and agree that NZALU can undertake background checks in the aforementioned situations.

I declare I am not a person prohibited under New Zealand law from working or seeking work with children.

I acknowledge that if I contravene any of these guidelines I must inform the NZALU. Failure to do so may result in my exclusion from NZALU programmes and further action as deemed appropriate.

Name

Signature

Date