



SPORT INTEGRITY
AUSTRALIA



SURFING
AUSTRALIA
Shaping the Future

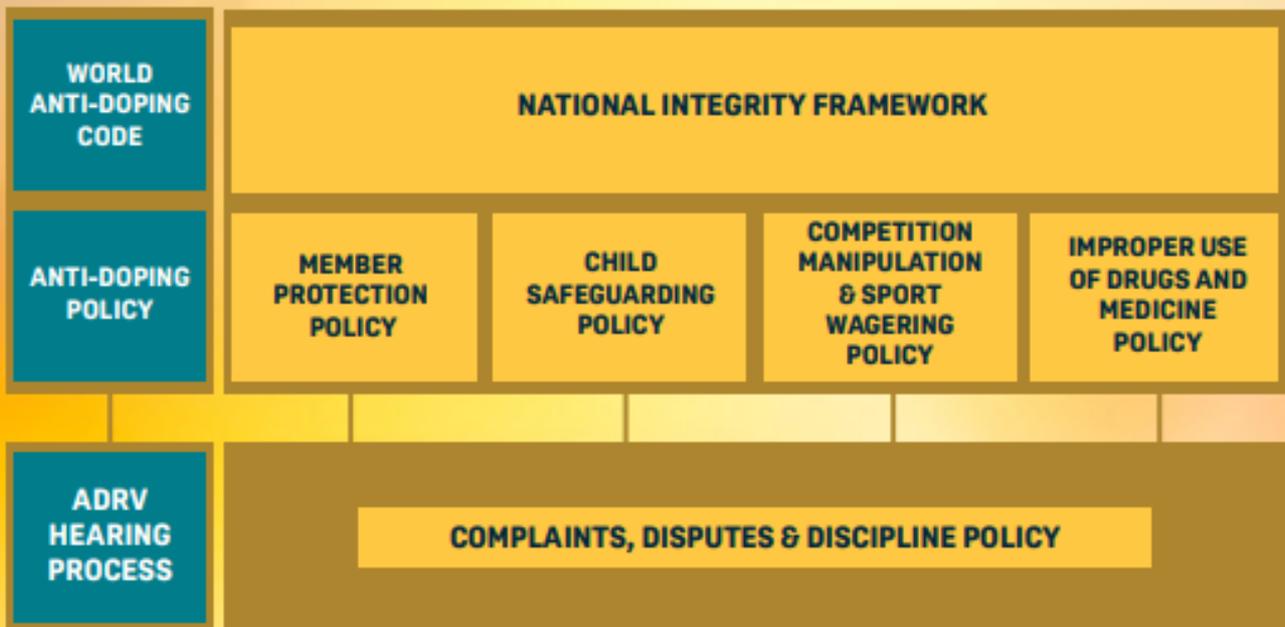


NATIONAL INTEGRITY FRAMEWORK

OVERVIEW

The National Integrity Framework (NIF) is made up of 5 integrity policies to provide surfing with a system to proactively mitigate integrity threats, which in turn provides a safe, fair and inclusive environment for participants, staff & stakeholders at all levels of surfing.

As Boardrider Clubs, the most integral aspect of these policies focuses on Child Safeguarding, Member Protection, and Complaints, Disputes & Discipline Policy. Protecting not only children but also your club and its members from potential threats.



WHY

Creating and maintaining a culture of child safety in surfing, where everyone involved understands how to recognize potential threats that affect not only the safety and wellbeing of children, but also protects your members and club.

Every child has the right to feel safe and protected from abuse, harm, and neglect. It is important to provide a safe, positive, and enjoyable environment for children to participate in surfing.

It is the aim of Surfing Australia to create and maintain an inclusive, child-safe surfing environment that is understood, endorsed, implemented, and adhered to by everyone involved in it.

**Zero tolerance
to child abuse
and neglect**



CHILD SAFEGUARDING POLICY

The Child Safeguarding Policy is part of Surfing Australia's proactive and preventative approach to upholding its commitment to the safety, wellbeing, participation, and empowerment of all Children who access Surfing through:

- Child-safe practices and prohibited conduct, including examples
- Obligations on sporting organisations in relation to mandatory reporting, responding to allegations of prohibited conduct and implementing a commitment to child safety and child safe practices
- The process for the recruitment and screening of volunteers and employees, including conducting working with children checks
- The process for responding to and reporting child abuse allegations.

This policy aligns with the *National Principles for Child Safe Organisations* that were developed as a recommendation from the *Royal Commission into Institutional Responses to Child Sexual Abuse*.



CHILD SAFEGUARDING POLICY

PROHIBITED CONDUCT

This Policy seeks to ensure that everyone involved in Surfing knows their rights and responsibilities in relation to Children.

This Policy sets out the standards of behaviour expected of those involved in our Surfing and the behaviours that are not acceptable ('Prohibited Conduct').

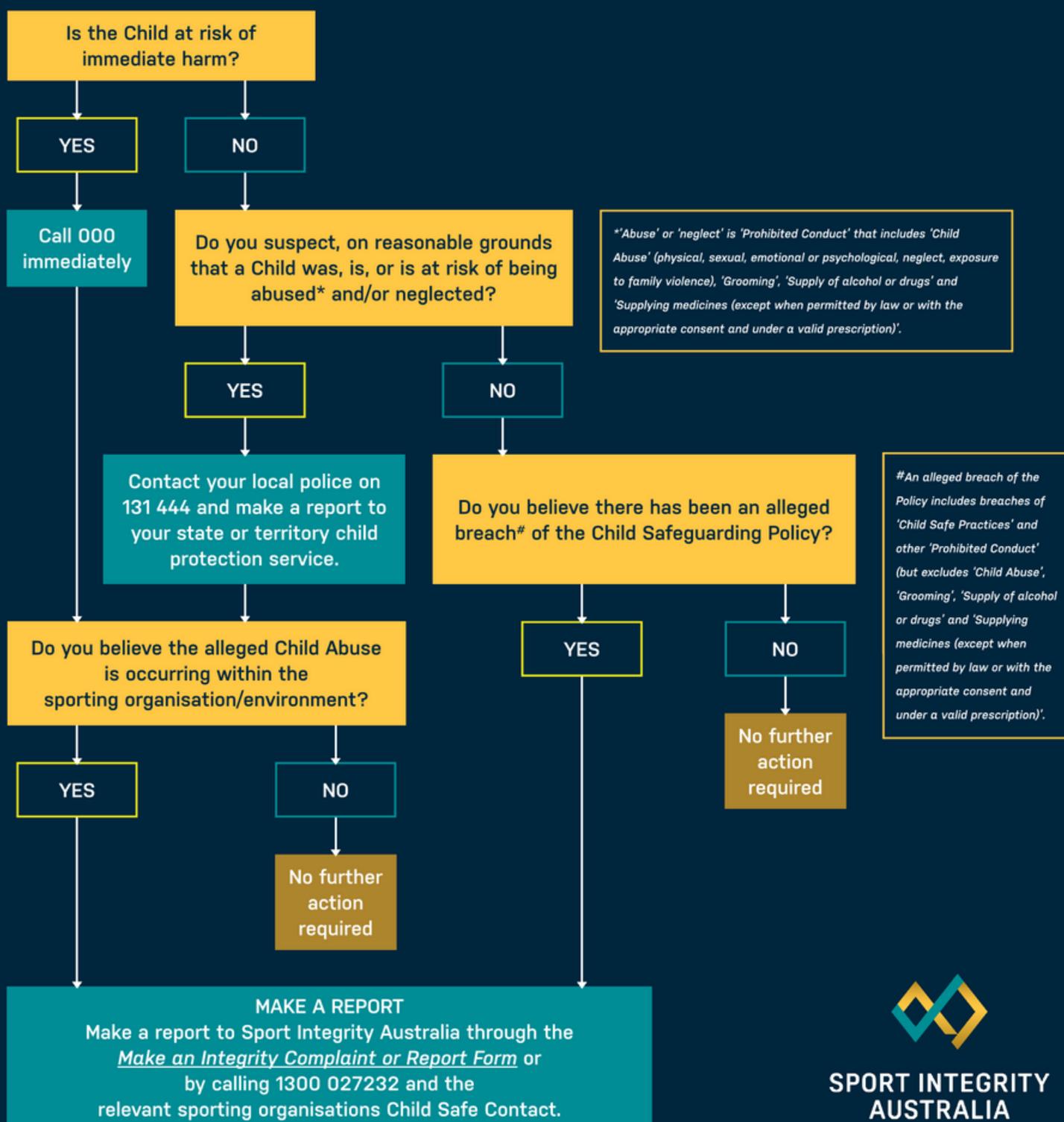
Prohibited Conduct under the policy includes:

- Child abuse – including physical, emotional, psychological and sexual abuse, as well as neglect and exposure to family violence
- Grooming
- Misconduct with a child – including age-inappropriate behaviour or behaviour that places the child at risk of harm
- Asking a child to keep any communication secret
- Supplying alcohol, drugs (including tobacco), or medicines, except with appropriate consent and under a valid prescription
- Failing to comply with recruitment and screening requirements
- Failing to report a breach of prohibited conduct
- Breaching any of the child safe practices, which cover actions such as: photographing/filming children, travel arrangements, overnight stays, change room arrangements, electronic and online communications, discipline and physical contact, amongst others.



RESPONDING AND REPORTING TO A BREACH OF THE CHILD SAFEGUARDING POLICY

As a person involved in sport, you play a crucial role in protecting children. You must follow the actions below if you suspect there has been an alleged breach of the Child Safeguarding Policy.



MEMBER PROTECTION POLICY

The Member Protection Policy ensures everyone in surfing is treated with respect and dignity and is protected from discrimination, harassment, bullying and abuse. The policy also highlights the key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of everyone involved in Surfing.

Prohibited Conduct under the policy includes:

- **Abuse** – including physical, emotional, psychological or sexual abuse,
- **Bullying** and the inappropriate use of power, where actions are repeated and deliberate
- **Harassment** – including unwanted behaviours which are reasonably likely to cause harm
- **Sexual harassment** and sexual offences
- **Discrimination** – either deliberate or inadvertent
- **Victimisation** of anyone who chooses to make a complaint or plans to
- **Vilification** of anyone based on a particular characteristic, as covered by legislation

The Member Protection Policy only applies in relation to direct involvement in a Surfing activity or Surf event. If an interaction has no clear link to a Surfing event or activity, the Member Protection Policy *may not apply* and may be more appropriately dealt with under a different policy, code of conduct or other surfing rules.

A photograph of a surfer riding a wave, captured in a dynamic, low-angle shot. The surfer is crouching on the surfboard, leaning forward, with water splashing around them. The background is a vibrant blue-green wave.

An absolute
commitment to the
safety of our members

COMPLAINTS, DISPUTES & DISCIPLINE POLICY

The Complaints, Disputes and Discipline Policy sets out the process for resolving complaints and imposing disciplinary action arising from an individual or organisation engaging in prohibited conduct under the Framework and associated integrity policies.

this policy is there to assist with the process for complaint management, such as initial threshold questions, an assessment process and a resolution phase; as well as to assist in communication with all parties and assist them through the process.

The policy includes:

- **The process for complaint management**
- **Options to resolve an issue**
- **Key responsibilities for the National Integrity Manager**

Report integrity issues in our sport



CONTACT INFORMATION

To make an integrity complaint or report you can fill in our online form at [Lodge A Complaint | Surfing Australia](#) or by calling 1300 027232 and Surfing Australia's Child Safe Contact, Biba Turnbull.

If you are unsure about the framework or a potential policy breach please contact our National Integrity Manager, Biba Turnbull who can advise you of the next steps.

Surfing Australia National Integrity Manager

Biba Turnbull

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Committed to
protecting our
sport