



# Dandenong Basketball Association Inc

## Child Safety Policy

### Purpose

This document sets out how the Dandenong Basketball Association recognises the importance of child safety and how we work to ensure our Association creates and maintains an environment where all children are safe.

### Scope of this policy

This policy guides how all our staff and volunteers behave with children in our organisation. The policy applies to all people associated with the Dandenong Basketball Association including committee members, management, coaches, team managers, parents of player and players themselves.

The aim of the policy is to promote good practice, provide children and young people with appropriate safety and protection whilst in the care of the Association and to allow staff and volunteers to make informed and confident responses to specific child safety issues.

The words 'child' and 'children' in this policy refer to children and young people up to the age of 18 years. This definition is consistent with the Creating Safe Environments for Children – Organisations, Employees and Volunteers National Framework, the Commission for Children and Young People Act, the Child Wellbeing and Safety Act 2005 and the Children, Youth and Families Act 2005. Not utilising the term 'young people' is not intended to diminish any emphasis on, or acknowledgement of, the safety risks to older children or teenagers.

### Child Safety in Victoria

The [Victorian Child Safe Standards](#), introduced in 2016, aim to protect children from abuse in organisations, including physical violence, sexual offences, serious emotional or psychological abuse and serious neglect. The child safe standards require organisations that provide services for children to have a child safe policy and a statement of commitment to child safety. All child based organisations need to work to be compliant with the standards by 1 January 2017.

To create and maintain a child safe organisation, the Dandenong Basketball Association must have:

**Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements.**

**Standard 2: A child safe policy or statement of commitment to child safety.**

**Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children.**

**Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.**

**Standard 5: Processes for responding to and reporting suspected child abuse.**

**Standard 6: Strategies to identify and reduce or remove risks of child abuse.**

**Standard 7: Strategies to promote the participation and empowerment of children.**

In complying with the child safe standards child services organisations such as the Dandenong Basketball Association must include the following principles as part of our response to each standard:

- promoting the cultural safety of Aboriginal children
- promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds
- promoting the safety of children with a disability.

## Introduction

Everyone who participates in our Association's activities is entitled to do so in an enjoyable and safe environment. Dandenong Basketball Association has a moral and legal obligation to ensure that, when given responsibility for children and young people, coaches, officials, volunteers, staff members and parents provide them with the highest possible standard of care.

Dandenong Basketball Association is committed to devising and implementing policies so that everyone in our sport accepts their responsibilities to safeguard children from harm and abuse. This means to follow policies and procedures to protect children and report any concerns about their safety and/or welfare to appropriate authorities.

## Child Abuse Definitions

This policy seeks to ensure children in our Association are safe and free from any form of Child Abuse. There are several types of Child Abuse, following are definitions of Forms of Child Abuse:

- **Physical abuse** - Occurs when a person purposefully injures or threatens to injure a child. The abuse can take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures. This does not mean reasonable discipline, though it may result from excessive or inappropriate discipline.
- **Emotional abuse** - Occurs when a child is repeatedly rejected or frightened by threats. The abuse can involve name calling, being put down or continual coldness from a parent or caregiver to the extent where the behaviour of the child is disturbed or their emotional development is at serious risk of being impaired.
- **Sexual abuse** - Occurs when a child is used by an adult, another child or adolescent for his or her own sexual stimulation or gratification. These can be contact or non-contact acts, including grooming by perpetrators, inappropriate touching, penetrative abuse, and exposure to pornography and accessing child pornography.
- **Neglect** – Occurs when there is a failure to provide the child with the basic necessities of life, such as food, clothing, shelter, supervision, medical attention or care to the extent that the health safety, or development of the child is significantly impaired or placed at risk.
- **Family Violence** – Occurs when children witness or experience the chronic domination, coercion, intimidation and victimisation of one person by another by physical, sexual or emotional means within a domestic relationship.
- **Grooming** – Occurs when communication or conduct is linked to the intention of facilitating the involvement of a child less than 16 years of age in sexual behaviour with an adult. Indicators include but are not limited to:
  - Developing special relationships with, favouring or giving gifts to a child
  - Inappropriate interactions with children either in person or via forms of media and electronic devices
  - Asking a child to keep a secret of any aspect of their relationship
  - Testing of or ignoring professional boundaries or rules

We all have a responsibility to protect the children in our community and our Association. If you have a reasonable belief that child is at risk of abuse or is being abused, please refer the section about [Reporting allegations, concerns and complaints](#) in this Policy.

## Our Commitment to Child Safety

### 1) Association Culture and Leadership

The Association and its Leaders are building and maintaining a child safe environment and culture. Our Association's culture needs to provide children with the best possible experience and opportunities. In Basketball and at this, everyone must operate within our accepted ethical frameworks, these include our Code of Conduct, Member Protection Declaration and this Child Safety Policy.

It is not always easy to distinguish poor practice from abuse. It is not the responsibility of anyone working or volunteering for Dandenong Basketball Association in a paid or unpaid capacity to decide whether or not child abuse has taken place. However, there is a responsibility for everyone to act on any reasonable concerns through contact with the appropriate personnel and authorities so that those authorities can then make inquiries and undertake investigations; and take necessary action to protect the child.

This applies to disclosures, allegations and suspicions of abuse occurring within our organisation's activities; and to disclosures, allegations and suspicions of abuse that personnel may become aware of that is taking place elsewhere.

#### Association Child Welfare and Safety Officer

The Basketball Association has appointed a Child Welfare and Safety Officer to oversee matters concerning child safety and abuse. We expect our members and staff to discuss any concerns that they may have about the welfare of a child IMMEDIATELY with the Child Welfare and Safety Officer. The Child Welfare and Safety Officer will ensure that the concern and/or incident is reported and remains confidential and that the identity of the person reporting the concern or incident is not revealed unless required by the law.

The Association Child Welfare and Safety Officer is required to report all the incidents noted by him/her to both the Association President and Basketball Victoria (BV). The Association Welfare Officer in consultation with the Association President and BV will then ascertain whether or not the alleged person/s involved in the incident should continue in their role in the organisation or an investigation should take place, and act accordingly. If at any time an adult believes they have a reasonable concern they may report their concerns directly to the Victoria Police and/or the Victorian Child Protection Agency.

The Child Welfare and Safety Officer, the President, Vice President and the Committee will work to ensure all children, families, staff and volunteers know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour.

We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place (see information about [failure to disclose](#)). If an adult has a reasonable belief that an incident has occurred, then they must report the incident.

### 2) Child Safety Policy Statement

At the Dandenong Basketball Association, we want children to be safe, happy and empowered and we want to work in partnership with parents and children to create a child safe environment. We support and respect all children, as well as our staff and volunteers. At the Dandenong Basketball Association, we:

- are committed to child safety and the safety and welfare of every child is paramount
- are committed to the participation and empowerment of all children
- have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously
- are committed to preventing child abuse and identifying risks early, and removing and reducing these risks

- have robust human resources and recruitment practices for all staff and volunteers and we ensure all employees and volunteers who work with children are screened using a Working with children check
- are committed to regularly training and educating our staff and volunteers on child abuse risks. and are provided with guidance and/or training in good Child Safety practice and procedures
- will take all reports of suspicions and allegations of poor practice or abuse seriously and responded swiftly and appropriately
- take all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- ensure all children, whatever their age, culture, ability, gender, language, racial origin, religious belief, and/or sexual identity will be able to participate in basketball in a fun and safe environment
- have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

### **Specific Child Safe Policies and Practices**

The Association has both a moral and legal duty of care to ensure a child safe environment is maintained at all times. To do this the Association has developed policies and practices that demonstrate our commitment to keeping children in our Association safe.

### **General Policies**

In acknowledging and complying with this Child Safe policy, all Association Management, Staff and Volunteers:

- are prohibited under any circumstance any physical or sexual contact, this includes but is not limited to massaging, pinching, punching, pushing, sitting on laps and any form of assault or any other inappropriate touching, as determined by the child
- are prohibited under any circumstance from verbally or psychologically abusing or denigrating children publicly or privately or from attempts to control or manipulate children through psychological means
- will not use any physical force unless it is to safeguard against immediate physical danger (for example: separating players engaged in a fight is acceptable)
- will not forbid children from sharing conversations or information with parents, other staff or volunteers, nor instruct children to “keep secrets” from their parents or carers
- will not ever display any attributes of Grooming as outlined in this policy
- will not be alone with any child (excluding one’s own child) in any secluded area or room, that they cannot be seen or observed by another staff member or adult
- will not display, distribute or share any demeaning, suggestive, objectionable or pornographic material
- will not indirectly or explicitly invite children to engage in inappropriate, suggestive or sexual activities which may or may not include a promise to reward for complying, or a threat of reprisal for not complying
- will refrain from any sexual attention towards others in the form of remarks, jokes or innuendos about a person’s body or clothing etc., including threats of such behaviour
- will comply with this policy at all times and ensure all allegations, concerns or complaints relating to child abuse or Child Safety are referred to the correct internal and external authority immediately.

### **Physical Contact**

Physical contact with child may be permitted for wellbeing or medical reasons only in a manner which is consistent with the above policy and should only be carried out in a public place.

When comforting a distressed child, the use of a side hug instead of front body embrace is allowed. When teaching, or coaching a child in a basketball technique or method please use another adult to demonstrate the

technique and refrain from otherwise touching the child. If a child initiates physical contact it is up to the Adult to ensure it is appropriate and take measures to ensure the child understands the limits of physical contact.

### **Transporting Children**

The Association acknowledges that there may be certain circumstances whereby a child may need to travel alone in a car with a staff member or volunteer. Whilst the Association does not encourage this practice, we are cognisant that as a community this may occur. In these circumstances, staff or volunteers must email or text the child's parent/s and obtain their permission in writing prior to the transportation taking place. Where this is a regular occurrence, for example, a ride to training, the driver must ensure they have written permission from the parents or carers acknowledging the ongoing arrangement.

Where one-to-one travel is undertaken, the child must be seated in the back seat of the car and fitted with a seat belt.

### **Change Room Arrangements**

Staff and volunteers may be required to supervise children in change rooms. This must meet the requirement with a child's right to privacy. To ensure this staff and volunteers:

- provide the level of supervision required for preventing abuse by members of the public, adult service users, peer service users, or general misbehaviour, while also respecting a child's privacy
- must avoid one-to-one situations with a child in a change room area
- are not permitted to use the change room area to undress or change, while children are present
- undertake same gender supervision. Female staff are not to enter male change rooms and male staff are not to enter female change rooms for any reason.

### **Giving Gifts**

Giving of gifts by staff or volunteers to a child is subject to the gift being given as a reward or prize in a public manner whereby there is no secrecy about the gift and why it is being awarded.

### **Use, possession or supply of alcohol or drugs**

Staff and volunteers must not use, possess or be under the influence of an illicit drug or alcohol or supply alcohol or drugs (including tobacco) to children participating in our Association.

### **Child Supervision**

Staff and volunteers are responsible for supervising children at Association games, training, programs and events, to ensure those participating are in a safe environment and are protected from external threats and/or intruders and are supervised at all times. Children are expected to behave appropriately toward one another, for example, no bullying or harassing behaviour.

Staff, volunteers and parents must not leave a child unsupervised outside of any stadium where training or a game is about to commence or has just been completed.

### **Appropriate language**

Language and/or tone of voice used in the presence of children should provide clear direction, boost their confidence, encourage and/or affirm and not be harmful in any way. Adults should avoid language that is discriminatory, racist or sexist, derogatory, belittling or negative or intended to threaten, psychologically abuse or frighten the child.

### **Electronic Communication**

Use of electronic media and communication must comply with this policy, in addition:

- Staff and volunteers should not initiate social media contact with children nor initiate children becoming their social media 'friend'. If a child requests to friend or follow any adult on social media the parent's permission must be granted. Adults should never use social media private messaging when communicating with children and should act consistently with this policy at all times.
- Under extenuating circumstances, for non-association information, permission for electronic communication with children may be obtained from the Association President.

- Electronic communication to parents and children must be sent from Association email accounts. Personal email account should never be used by staff and volunteers.
- Text messages must only be sent to children as a matter of urgency and a copy of the text sent to and received from a child should be retained on the staff members or volunteers phone and advised to their immediate Supervisor.

### **Overnight Stays/Camps**

Overnight stays or camps may occur from time to time. All overnights arrangements are only made with the authorisation of the Association President and the parents/guardians of the children(s) involved.

Children's accommodation must be safe and secure at all times. Staff accommodation should be in close proximity to children accommodation. If medical or emotional circumstances warrant separate sleeping arrangements, two staff members or two children must always be present. Under no circumstances will adult staff and volunteers sleep in the same bed as a child or young person, or share a room on their own with a child.

Practices and behaviour by staff and volunteers during an overnight stay must be consistent with this Policy, practices and behaviour expected during delivery of all Association programs and events at other times. Standards of conduct that must be met by staff and volunteers during an overnight stay include:

- Providing children with privacy when bathing and dressing.
- Observing appropriate personal standards when children are present. Under no circumstances should children be exposed to adult nudity or any state of undress.
- Not leaving children under the supervision or protection of unauthorised persons such as maintenance staff, stadium staff or friends.
- The right of children to contact their parents, or another trusted adult, if they feel unsafe, uncomfortable or distressed at any time during their time away.
- Ensuring children are not exposed to age inappropriate material of any kind including movies, television, the internet or magazines.

## **3) Codes of Conduct**

To provide children with the best possible experience and opportunities in basketball everyone must operate within an accepted ethical framework such as our Codes of Conduct.

Dandenong Basketball Association will ensure that all adults are aware of and adhere to the organisation's Codes of Conduct that specify standards of conduct when dealing and interacting with children, particularly those in the organisation's care. The organisation will also implement a code of conduct to address appropriate behaviour between children.

All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development or changes to the Codes of Conduct.

## **4) Recruitment, Screening, Training and Supervision**

### **Recruitment**

The way in which we attract and recruit staff to our Association is important when maintaining a child safe environment. We develop role descriptions, selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Our Association understands that when recruiting staff and volunteers, we have ethical as well as legislative obligations.

We actively encourage applications from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds and people with a disability.

To ensure stringent checking of volunteers and employees the Association undertakes the following:

- A check of the application form, including sections on criminal records and disclosures

- An interview carried out to acceptable protocol and standards
- Confirmation that qualifications are substantiated through contact with educational institutions or sighting of original certifications.
- Confirmation of the detailed job requirements and responsibilities.
- Two documented reference checks about his/her suitability for the role. Reference checks should be undertaken with independent people not family members of the applicant.

### Screening

Dandenong Basketball Association ensures that all reasonable steps are taken to engage the most suitable and appropriate people to work with children. This is achieved using a range of screening measures as discussed above. Such measures help us minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children. As required by the Basketball Victoria Member Protection By-Laws, the screening process for people in our Association who work, volunteer, coach, supervise or have regular contact with people under the age of 18 years are required to hold a Victorian Working with Children Check that is linked to our Association; and to provide evidence of this Check to the Association. As part of our maintenance of this screening our Association will:

- Identify positions that involve working, volunteering, coaching, supervising or other regular contact with people under the age of 18 years.
- Obtain a completed *Member Protection Declaration (MPD)* from all people who are identified in these roles and keep it in a secure place.
- If an MPD is not provided or a MPD reveals that the person doesn't satisfactorily meet any of the clauses in the MPD we will give the person an opportunity to provide an explanation.
- In conjunction with our Child Welfare and Safety Officer, the Association President and committee will then make an assessment as to whether the person may be unsuitable to work with people under the age of 18 years. If unsatisfied we will not appoint them to the role/position.
- Ensure the person being interviewed and screened has a valid Working with Children Check (WWCC) issued by the Victorian government with the Dandenong Basketball Association registered as an organisation on their WWCC profile. Our organisation recognises two (2) exceptions to the Working with Children Check - police officers and teachers. These personnel are screened and monitored through their professional accreditation and therefore do not need a Victorian WWCC for the positions identified above.

### *Obtaining and recording a Victorian Working with Children Check*

[Victorian Working with Children Check](#) must be obtained and maintained by every committee member, and all adult coaches, assistant coaches, team managers or trainers and any other volunteers that participate in child basketball teams. If you are currently performing one of these roles on a paid or voluntary basis you must immediately obtain a valid working with children check.

By accessing the online [WWCC system](#) you will be asked to nominate an occupational code and the contact details for the Dandenong Basketball Association. Please use the **"Clubs and Associations Occupational Code 42"** and note the **Dandenong Basketball Association, 270 Stud Road, Dandenong Vic 3175, Phone 03 9794 7192** when prompted.

Please forward a copy of all existing and new WWCC to the Association President for our records. You will be prompted to renew when your WWCC expires and you will not be able to participant in your allocated role or as a volunteer until you have a valid WWCC that has been linked to and provided to the Association.

## Training and education

Training and education is important to ensure that everyone in our organisation understands that child safety is everyone's responsibility. The Association will continue to develop specific policies, procedures and training that support our leadership team, staff and volunteers to achieve the commitments set out in the Child Safe standards.

Our organisational culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and safe in discussing any allegations of child abuse or child safety concerns. We train our staff and volunteers to identify, assess, and minimise risks of child abuse and to detect potential signs of child abuse. In addition to pre-selection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

- Work safely and effectively with children
- Recognise their responsibilities and report any concerns about suspected poor practice and/or abuse
- Respond to concerns expressed by a child in a supportive and safe way
- Analyse their own practice against what is deemed good practice, and to ensure their practice is likely to protect them from false allegations

## Induction

All employees and volunteers will receive induction during which:

- The job requirements and responsibilities will be clarified
- They will sign up to the organisation's Codes of Conduct, Child Safety Policy and the Member Protection Declaration
- Child Safety Policy will be explained and training needs will be identified e.g. basic child safety awareness.

## Staff and Volunteer Supervision

We support our staff and volunteers through ongoing supervision to develop their skills to protect children from abuse. New employees and volunteers will be regularly engaged in supervision to ensure they understand our organisation's commitment to child safety and know that everyone has a role to play in protecting children from abuse. Staff and volunteers' will be held accountable for their approach to their role and their behaviour towards children to ensure it is safe and appropriate at all times. This will occur through regular communication with the Association and observations by its members.

Any inappropriate behaviour that is observed or identified will be reported through the Association Child Safety and Welfare Officer and any other appropriate channels which may include the Department of Health and Human Services and/or Victoria Police, depending on the type of abuse or behaviour, severity and urgency of the matter. Please refer to this organisation's code of conduct to understand appropriate behaviour further.

## 5) Allegations, Concerns and Complaints

Dandenong Basketball Association takes all allegations seriously and has practices in place to investigate thoroughly and quickly. We have staff and volunteers who are trained to deal appropriately with allegations.

We take our legal responsibilities seriously and we abide by all existing and new laws relating to child safety in Victoria and Australia. The following sets out the Victorian laws that apply to every adult person who is a staff member or volunteer of the Dandenong Basketball Association and include:

- **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police.
- **Failure to protect:** People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
- **Mandatory reporters:** In Australia doctors, nurses, midwives, teachers including early childhood teachers, principals and police are all mandatory reporters. They must report to [child protection](#) if they believe on

reasonable grounds that a child is in need of protection from physical injury or sexual abuse. Any personnel who are mandatory reporters whether at work or not, must comply with their duties.

## Reporting

We work to ensure all children, families, staff and volunteers know what to do and who to tell if they observe abuse or are a victim of abuse, or if they notice inappropriate behaviour. We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place (see information about failure to disclose above).

If an adult has a **reasonable belief** that an incident has occurred, then they must report the incident. Factors contributing to reasonable belief may be:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
- behaviour consistent with that of an abuse victim is observed<sup>1</sup>
- someone else has raised a suspicion of abuse but is unwilling to report it
- observing suspicious behaviour.

The Dandenong Basketball Association Committee has appointed a Child Welfare and Safety Officer to support the Association in our child safety endeavours. Our Child Welfare and Safety Officer is trained to deal appropriately with allegations any disclosure, allegation or observations relating to child safety and child abuse.

If you have received an allegation, have concerns or a complaint about child safety you should direct your calls to Child Welfare and Safety Officer, Trevor Barker via email at [trevor.barker@dandenongbasketball.com.au](mailto:trevor.barker@dandenongbasketball.com.au).

**If you want to make a report about a child that is in immediate risk or danger of an offence, please call Triple Zero (000).**

All other reports can be made by contacting your local police station or the Victorian Child Protection Agency on 13 12 78 or Crime Stoppers on 1800 333 000.

## Victimisation

Disciplinary measures can be imposed on anyone who harasses or victimises another person for making a complaint or supporting another person's complaint.

## Improper and Vexatious Complaints

If at any point in the complaint handling process, the Association considers that the person(s) making the complaint has knowingly made an untrue or vexatious complaint, and the complaint is malicious, frivolous or intended to cause distress to the person who is the subject of the complaint, disciplinary action may also be taken against the person(s) who made the complaint.

## 6) Identify and Analyse Risk of Harm

Dandenong Basketball Association will develop and implement a risk management strategy, which includes a review of existing child safety practices, to determine how child safe and child friendly the organisation is and to determine what additional policies and strategies are required to minimise and prevent risk of harm to children because of the action of an employee, volunteer, official, parent, player or another person.

This will include the development of risk management strategies to identify, assess, and take steps to minimise child abuse risks, which include risks posed by physical environments and online environments.

All participants in the Association are encouraged to raise issues that they feel create risks for children in our Association.

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<sup>1</sup> For example of behaviour, please see [An Overview of the Victorian child safe standards](#)

## 7) Children Empowerment and Right to Safety and Participation

Dandenong Basketball Association promotes the involvement and participation of children and young people in developing and maintaining child safe environments. We support the rights of the child and will act without hesitation to ensure a child safe environment is maintained at all times.

We involve children when making decisions and encourage children to speak up if they feel unsafe. We listen to their views and respect what they have to say. We promote diversity and tolerance in our Association, and people from all walks of life and cultural backgrounds are welcome. In particular, we will:

- develop ways to empower children who are vital and active participants in our organisation. We want to involve them when making decisions, especially about matters that directly affect them.
- develop a child friendly reporting process that records all allegations of abuse and safety concerns using an incident reporting form or method that is legislatively compliant.

## Fair and Just Procedures for Personnel

The safety and wellbeing of children is our primary concern. We are also fair and just with all Association personnel. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence. We record all allegations of abuse and safety concerns, including investigation and outcomes and all records will be securely stored.

If an allegation of abuse or a safety concern is raised, we provide updates to children and families on progress and any actions we as an organisation take.

## Privacy

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, officials, parents or children, unless there is a risk to someone's safety.

We have safeguards and practices in place to ensure any personal information is protected. Everyone is entitled to know how this information is recorded, what will be done with it, and who will have access to it. We will ensure we have systems where all records are securely stored and safeguards and practices are in place to ensure any personal meet their obligation and their information is protected. We will meet all our obligations relating to the Commonwealth Privacy Act and Information Privacy Principles; and the Victorian Privacy and Data Protection Act.

## Regular Review

This policy will be reviewed every two years and/or following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute to any reviews undertaken by the Association.

Refer to the Dandenong Basketball Association [Website](#) for further information or contact the Child Welfare and Safety Officer on [trevor.barker@dandenongbasketball.com.au](mailto:trevor.barker@dandenongbasketball.com.au) .

## Acknowledgement

*I acknowledge that I have read this policy and understand its contents and Association's commitment to Child Safety. I understand my legal responsibilities around Child Safety and I will ensure I uphold all elements of this policy to ensure we maintain a child safe environment at all times. If I am ever unsure about how to enact any components of this policy I will gain advice from the Association President or the Child Welfare and Safety Officer immediately.*

**Name**  
**Signed**  
**Date**

**Name of Witness**  
**Signed by Witness**  
**Date**