

EPIC SPORTS

CHILD SAFE CODE OF CONDUCT

Applies to all EPIC Sports employees, coaches, volunteers, contractors and representatives

EPIC Sports is committed to providing a safe, respectful and inclusive environment for every child and young person.

Child safety is everyone's responsibility.

By working or volunteering with EPIC Sports, I agree to follow this Code of Conduct at all times.

I WILL

- ✓ Treat every child with dignity, fairness and respect.
- ✓ Put the safety and wellbeing of children ahead of winning, performance, convenience or commercial considerations.
- ✓ Listen to children and take their concerns seriously.
- ✓ Encourage children to speak up if they feel unsafe, uncomfortable or worried.
- ✓ Maintain appropriate professional boundaries with children.
- ✓ Use appropriate, respectful and age-appropriate language.
- ✓ Provide active and appropriate supervision.
- ✓ Wherever reasonably possible, interact with children in areas that are visible or able to be observed by others.
- ✓ Respect children's privacy while balancing this with appropriate supervision and safety requirements.
- ✓ Follow EPIC Sports procedures for sign-in, sign-out, authorised collection and supervision where children are left in our care.
- ✓ Only use physical contact that is appropriate, necessary and reasonable for the activity, safety, first aid or wellbeing of the child.
- ✓ Treat all children fairly regardless of ability, gender, cultural background, family circumstances or individual needs.
- ✓ Support the cultural safety of Aboriginal and Torres Strait Islander children.
- ✓ Follow EPIC Sports rules regarding photography, video, social media and communication with children.

- ✓ Immediately report any child safety concern, disclosure, suspected abuse, grooming, inappropriate behaviour or breach of this Code.
 - ✓ Record child safety incidents accurately and honestly.
 - ✓ Cooperate with any child safety investigation or review.
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I WILL NEVER

- X Abuse, neglect, groom, exploit, intimidate, threaten, humiliate or deliberately frighten a child.
 - X Engage in sexual behaviour, sexualised conversation or inappropriate conduct with or in the presence of a child.
 - X Develop an inappropriate personal or private relationship with a child.
 - X Engage in unnecessary or inappropriate physical contact.
 - X Use physical punishment or aggressive discipline.
 - X Bully, discriminate against, shame or deliberately exclude a child.
 - X Communicate privately with children through my personal social media, messaging account or phone unless specifically authorised by EPIC Sports for a legitimate operational reason.
 - X Request, take, keep or share inappropriate photographs or videos of children.
 - X Photograph or record children in toilets, change rooms or other private areas.
 - X Transport a child privately without appropriate authority.
 - X Give a child alcohol, cigarettes, vapes, drugs or any other inappropriate substance.
 - X Work while affected by alcohol or drugs.
 - X Ask a child to keep a secret about inappropriate behaviour or an interaction with me.
 - X Ignore concerning behaviour because it involves another employee, coach, manager, parent or person I know.
 - X Conduct my own investigation into an allegation of child abuse or serious misconduct.
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IF A CHILD TELLS ME SOMETHING

I will:

LISTEN – remain calm and allow the child to speak.

REASSURE – tell them they did the right thing by speaking up.

PROTECT – take reasonable steps to ensure their immediate safety.

REPORT – notify the EPIC Child Safe Officer or senior manager immediately.

RECORD – document what I saw, heard or was told as accurately as possible.

I will **not promise secrecy**.

I will **not interrogate the child or attempt to investigate the allegation myself**.

If a child is in immediate danger, I will call **000**.

REPORTING A CONCERN

All child safety concerns must be reported immediately to:

EPIC Child Safe Officer: Essence or Luke

Phone: 0411 946 200 Luke: 0449 566 654

Email: essence@epicsports.com.au or luke@epicsports.com.au

If the concern involves the Child Safe Officer, I will report it directly to an EPIC Sports Director or senior manager.

Reporting internally does not prevent me from contacting Police, Child Safety or another authority where required by law or where immediate action is necessary to protect a child.

EMPLOYEE / WORKER ACKNOWLEDGEMENT

I confirm that:

- I have read and understood the EPIC Sports Child Safe Code of Conduct.
- I understand that protecting children is part of my role.
- I agree to comply with this Code and EPIC Sports' Child Safe Organisation & Child Protection Policy.
- I understand that I must immediately report child safety concerns.

- I understand that a breach of this Code may result in disciplinary action, removal from child-related duties, termination of employment or engagement, and/or referral to relevant authorities.