



## Behaviour Guidelines when working with Children

February 2018

The below AFL Victoria Behaviour Guidelines outline what is and isn't acceptable behaviour with children. This will give all involved in football a clear understanding of the expectations of behaviour to ensure the safety of children and minimising the risk of children being harmed in our organisations.

If in any circumstance these are required to be contravened, this must be done with full transparency with your organisation management and the child's parents/carers of the reasons why it is required to occur. Where exceptions are made, the risks involved in making those exceptions need to be understood and managed appropriately.

Where these expectations have been adopted in other organisations, all reports are that people feel safer knowing exactly what is acceptable and it gives them pride in their organisation's professionalism.

### Behaviour Guidelines

- Positive guidance - acting appropriately with children.
- Adhering to role boundaries – should not act outside out of the confines of the duties of your role.
- Use of language and tone of voice – no swearing or defamatory language, clear direction and encouragement, not being harmful in what you say.
- Supervision – avoid being alone one on one with a child out of the view of others where possible.
- Use of electronic communications – where possible email, text messages and social media communications to include parent/guardian or within an open group message.
- Photographs of children and young people – within expectations of AFL privacy policy e.g. photos taken in context of the program, dressed appropriately, etc.
- Physical contact with children and young people – done when reasonable and in an appropriate manner.
- Sexual misconduct – under no circumstances are sexual acts to occur with or in the presence of children.
- Change room arrangements – important to supervise children while also balancing a child's right to privacy.
- Transporting children – prior authorisation from management and child's parents.
- Gift giving – prior authorisation from management and child's parents.
- Overnight stays – work purposes only within a part of a formal program with authorisations from parents. Gender of supervisors considered and balanced with children participating.
- Alcohol & Drugs – while on duty must not use, possess or be under the influence of alcohol or drugs, including being incapacitated from legal medications. And not supplying to children.