Queensland Academy of Sport

Code of Conduct for interacting with children & young people

Queensland Academy of Sport (QAS) employees and contractors hold a special position of trust arising out of the unique nature of their work in developing athletes to achieve their sporting aspirations. To ensure athletes are kept safe and protected at all times, it is imperative that all QAS employees and contractors strive to establish, build and maintain positive relationships with athletes, particularly children and young people, by abiding by the practices and procedures contained in the QAS Child Protection Policy and Procedure. QAS employees are also bound by the QAS Child Risk Management Strategy and the Queensland Public Service Code of Conduct.

The standard of appropriate behaviour for QAS employees and contractors:

Behaviour	Appropriate	Inappropriate
Language	• Using encouraging/positive words and a pleasant tone of voice • Open and honest communication	• Insults, criticisms or name calling • Bullying, swearing or yelling • Sexually suggestive comments/jokes
Relationships	• Being a positive influence • Building relationships based on trust • Empowering athletes to share in decision making	• Favouritism or giving gifts • Spending excessive amounts of time alone with athletes • Contact outside of working hours (either physical or via email/phone) • Bullying, harassment • 'Grooming' athletes
Physical contact	• Allowing for personal space • Touching due to medical emergency or protecting from physical harm • Non-threatening	• Violent or aggressive behaviour including hitting, kicking, slapping or pushing • Kissing or touching of a sexual nature consistent with 'grooming'
Other	• Appropriate attire/clothing for role e.g. the QAS uniform • Use of internet/mobile phone for work related purposes only	• Using alcohol or other substances before or during work • Inappropriate clothing • Sending inappropriate emails, texts, photos etc.