Australian Eight Ball Federation (AEBF)

National Integrity Framework

Safeguarding Children and Young People Policy

Commencement date:
1/12/2026

OFFICIAL

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1. Introduction

Australian Eight Ball Federation is committed to making Eight Ball a safe and fair place for all participants. To achieve this, Australian Eight Ball Federation has adopted the National Integrity Framework, which includes this Safeguarding Children and Young People Policy.

The National Integrity Framework is designed to assist with creating a safe and fair sporting environment for all by setting out the rules about the types of behaviour that are unacceptable in Eight Ball. These unacceptable behaviours are defined as Prohibited Conduct. The National Integrity Framework seeks to guide Relevant Persons and Relevant Organisations on what to do if they experience or witness breaches of these rules.

2. Policy Intent

Eight Ball has a zero-tolerance policy to harm, abuse and/or neglect of a Child/Young Person in any form.

All Children/Young People have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children/Young People have the right to take part in sport in a safe, positive, and enjoyable environment. Australian Eight Ball Federation is committed to safeguarding and promoting the welfare of Children/Young People in Eight Ball by providing a safe and inclusive environment and by ensuring that everyone involved in Eight Ball is aware of their rights and responsibilities in relation to Children/Young People.

If you have reason to believe that a Child/Young Person is at immediate risk of harm, you must follow the procedures set out in Annexure A: Responding to Risk of Abuse and Harm to Children and Young People and report to the appropriate law enforcement and/or child protection agency.

To provide a Child/Young Person-safe environment, Relevant Organisations:

- must comply with the 'Responding to Child Abuse Allegations' in Annexure A to the extent required by any applicable state/territory law;
- must understand and comply with relevant legislated requirements for Child/Young Person safety within their respective jurisdiction;
- must adopt and implement a Statement of Commitment and appropriate recruitment, screening and training requirements for employees and volunteers working in positions where they may have contact with or authority over Children/Young People or access to the personal and/or confidential information of Children/Young People (see examples provided in the Companion Guide: Safeguarding Children and Young People Policy); and
- should assist Relevant Persons to fulfil their responsibilities under this Policy.

In addition to complying with the requirements of this Policy, Relevant Persons must:

- comply with all obligations that they are subject to under relevant state/territory Child Safety-related Legislation;
- comply with all legislative obligations that they are subject to in relation to reporting of suspected Child Abuse or holding a WWCC[1];
- report any concerns or allegations of Prohibited Conduct involving any Relevant Person or Relevant Organisation; and
- provide true and accurate information during recruitment and screening processes.

Relevant Persons and Relevant Organisations should familiarise themselves with their state/territory reporting requirements. Failure to comply with these requirements could result in criminal proceedings and/or further action.

This Policy is part of Australian Eight Ball Federation's proactive and preventative approach to upholding its commitment to the safety, wellbeing, participation, and empowerment of all Children/Young People who access Eight Ball. This Policy should be read in conjunction with the Companion Guide.

[1] Child Family Community Australia Working with Children Checks & Police Checks Resource Sheet website.

This Policy is also aligned with the Play Well Way – a shared set of values collaboratively developed by the Australian sporting sector that guide how we create safe, welcoming, inclusive and fun sporting environments for children and young people.

In line with the Play Well Way, we are committed to fostering environments that prioritise:

- **Respect** – where every individual is treated with dignity and care
- **Belonging** – where people feel included, valued and connected
- **Wellbeing** – where physical, emotional and cultural safety is actively protected and promoted
- **Enjoyment** – where sport is a positive and fun experience
- **Growth** – where people are supported to learn, develop and thrive

These values inform the behaviours expected of all Relevant Persons and Relevant Organisations and reinforce our commitment to safeguarding people in sport.

3. Definitions

In this Policy, the following words have the corresponding meaning:

Abusive Behaviour Towards a Child/Young Person with Disability means any type of behaviour towards a Child/Young Person (whether in person, online or via any other means of communication) on the basis of their disability that is degrading, humiliating, exploitative, or otherwise denies human dignity or autonomy without reasonable justification. For the avoidance of doubt, this does not include behaviour towards a Child/Young Person with disability that is unrelated to their disability.

Adult means a person aged 18 years or over.

Approved Person means a family member such as mother, father, sister, brother, grandparent, aunt, uncle or cousin, a guardian, carer, or a person who has been approved by the parent/carer and has a pre-existing relationship with the Child/Young Person and/or their family that was established outside of Eight Ball.

Athlete means a person who is registered, or entitled to participate, in an Eight Ball contest, match, competition, event, or other sporting activity (including training) which is sanctioned or organised by a Relevant Organisation.

Bullying means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against a Child/Young Person or a group of Children/Young People to cause distress and risk to their wellbeing, whether in person, online or via any other means of communication.

Child/Young Person means a person who is under the age of 18 years.

Child Abuse means any abuse of a Child/Young Person and refers to one or more of the following:

(a) **Physical Abuse,** being when a Relevant Person causes physical harm intentionally or as a result of recklessness or indifference towards the Child/Young Person's wellbeing. It also includes intimidation or threats to cause physical harm, whether in person, online or via any other means of communication.

(b) **Emotional Abuse,** being actions or behaviours, whether in person, online or via any other means of communication, by a Relevant Person that causes emotional and/or psychological harm to a Child/Young Person.

(c) **Sexual Abuse,** being when:

(i) a Relevant Person aged 18 years and over engages, whether in person, online or via any other means of communication, in sexual behaviour involving a Child/Young Person, other than where the Child/Young Person has provided legal and informed consent and the Relevant Person is not a Person in a Position of Authority; or

(ii) a Relevant Person who is a Child/Young Person forces, manipulates or coerces, whether in person, online or via any other means of communication, another Child/Young Person into sexual behaviour in circumstances including, but not limited to, where:

(A) the other Child/Young Person is unable to provide legal and informed consent (for example, due to age, level of maturity or disability);

(B) the Relevant Person has engaged in sexual behaviour despite the other Child/Young Person not providing consent or revoking consent;

(C) the Relevant Person is in a position of authority over the other Child/Young Person (for example, as a coach); or

(D) the Relevant Person used threats, bribery, intimidation or physical force towards the other Child/Young Person to engage in the sexual behaviour.

(d) **Neglect,** being the significant failure or denial to meet a Child/Young Person's basic needs. Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child/Young Person's health and development is or is likely to be harmed. Types of Neglect include physical, medical, emotional, and educational neglect and abandonment.

(e) **Exposure to Family and Domestic Violence**, being the exposure of a Child/Young Person to abusive behaviour in any personal relationship that allows one person to intimidate, or to gain power and control over the other. This is often thought of to occur between married spouses or in other intimate relationships, but actually refers to any family relationship, or persons living in the same home.

Child Safety-related Legislation means all state/territory Child/Young Person protection legislation as amended from time to time, a summary of which is available here.

Club means any club that is affiliated with Australian Eight Ball Federation or an SSO or otherwise enters an Athlete or a Team to participate in an Eight Ball contest, match, competition or event which is sanctioned or organised by a Relevant Organisation.

Companion Guide means the Companion Guide: Safeguarding Children and Young People Policy described in clause 8 and is available here .

Complaints, Disputes and Discipline Policy means the policy adopted by Australian Eight Ball Federation for the handling and resolution of allegations regarding Prohibited Conduct.

Contractor means any person or organisation engaged to provide services for, or on behalf of, a Relevant Organisation directly relating to the delivery of Eight Ball activities to Participants. This includes:

(a) agents, advisers, and subcontractors of a Relevant Organisation; and

(b) Employees, officers, Volunteers, and agents of a Contractor or subcontractor.

Discrimination includes both direct and indirect discrimination, whether in person, online or via any other means of communication, which have the following meaning:

(a) '**Direct discrimination**' occurs where, because a Child/Young Person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances, and the less favourable treatment has the effect of impairing or nullifying that Child/Young Person's enjoyment of a fundamental human right.

(b) '**Indirect discrimination'** occurs where a practice, rule, requirement or condition that applies to everyone disproportionately disadvantages one or more groups of people including a Child/Young Person with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances and has the effect of impairing or nullifying that group's enjoyment of a fundamental human right.

Eight Ball means the sport of Eight Ball, as governed by Australian Eight Ball Federation and International Eightball Pool Federation from time to time.

Employee means a person employed by a Relevant Organisation.

Grooming means behaviours, whether in person, online or via any other means of communication, that manipulate or control a Child/Young Person, their family, guardian and carers or other support networks, or organisations, with the intention to gain access to the Child/Young Person, obtain the Child/Young Person's compliance, maintain the Child/Young Person's silence, and avoid discovery of sexual abuse.

Harassment means any type of behaviour towards a Child/Young Person, whether in person, online or via any other means of communication, that they do not want and that is offensive, belittling or threatening and is reasonably likely to cause harm to the Child/Young Person who is the subject of the harassment.

Harmful Behaviour Towards a Child/Young Person means any behaviour involving a Child/Young Person, whether in person, online or via any other means of communication, that is objectively age or developmentally inappropriate and/or places the Child/Young Person at risk of harm and does not meet the definition of Child Abuse, Bullying or Harassment.

Member includes both:

(a) **Member Organisations**, which means each company or incorporated association that is a member or affiliate of Australian Eight Ball Federation or an SSO – including each:

(i) SSO and Club; and

(ii) any other organisation that is an affiliate or member of an SSO; and

(b) **Individual Members**, which means individuals who are registered as a member of Australian Eight Ball Federation or a Member Organisation.

National Integrity Framework means the Australian Eight Ball Federation National Integrity Framework as developed by Sport Integrity Australia and consisting of the following five policies:

(a) Safeguarding Children and Young People Policy;

(b) Competition Manipulation and Sports Betting Policy;

(c) Improper Use of Drugs and Medicine Policy;

(d) Participant Protection Policy; and

(e) Complaints, Disputes and Discipline Policy.

Participant means:

(a) Athletes;

(b) coaches appointed, engaged, accredited, registered or otherwise approved by a Relevant Organisation to train an Athlete or Team;

(c) administrators who have a role in the administration or operation or activities of a Relevant Organisation including owners, directors, committee members or other persons;

(d) officials including referees, umpires, technical officials, classifiers and related personnel, or other officials appointed by a Relevant Organisation, or any league, competition, series, Club, or Team sanctioned by a Relevant Organisation; and

(e) support personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation, or by any league, competition, series, Club, or Team sanctioned by a Relevant Organisation, including sports science sports medicine personnel, Team managers, agents, selectors, and Team staff members.

Person in Position of Authority means a Relevant Person, regardless of age, who through their position or involvement in Eight Ball can exercise power, control, or influence over a Child/Young Person.

Policy means this Safeguarding Children and Young People Policy including any annexures.

Prohibited Conduct means the conduct prescribed at clause 5 of this Policy.

Protected Characteristic means:

(a) age;

(b) disability;

(c) race or ethnicity (including skin colour, nationality or migrant status);

(d) sex or gender identity (including intersex status or identifying as non-binary or transgender);

(e) family or relationship status (including pregnancy, marital or relationship status, family responsibilities, breastfeeding);

(f) sexual orientation; or

(g) religion.

Relevant Organisation means any of the following organisations:

(a) Australian Eight Ball Federation;

(b) Member Organisations; or

(c) any other organisation that has agreed to be bound by this Policy.

Relevant Person means any of the following persons, regardless of age:

(a) Individual Member;

(b) Participant;

(c) Employee;

(d) Contractor;

(e) Volunteer; or

(f) Any other individual who has agreed to be bound by this Policy.

Safeguarding Regulatory Body means the state or territory regulatory body that administers the relevant legislation and/or regulations such as the standards for child safe organisations and reportable conduct schemes.

SSO means each of

(a) Australian Capital Territory Eight Ball Association Incorporated;

(b) Eight Ball Association of South Australia Incorporated;

(c) Northern Territory Eight Ball Association Incorporated;

(d) The Queensland Eight Ball Federation Incorporated;

(e) NSW 8 Ball Federation Incorporated;

(f) Eightball Tasmania Incorporated;

(g) Pool Victoria Incorporated; and

(h) The West Australian Eight-Ball Federation Incorporated.

Statement of Commitment means a Relevant Organisation's public statement of commitment to the safety, welfare and wellbeing of Children/Young People safety in Eight Ball.

Team means a collection or squad of Athletes, registered with a Relevant Organisation or entitled to participate in an Eight Ball contest, match, competition or event which is sanctioned or organised by a Relevant Organisation.

Victimisation means subjecting a Child/Young Person, or threatening to subject a Child/Young Person, whether in person, online or via any other means of communication, to any unfair treatment because the Child/Young Person has made, intends to pursue their right to make, has supported another person to make or pursue their right to make, or is related to or associated with a person who made or intends to pursue their right to make a complaint, report or lawful disclosure relating to Eight Ball. This includes but is not limited to any complaint, report or lawful disclosure made under the National Integrity Framework or applicable legislation, or in relation to safety or governance issues within a Relevant Organisation.

Vilification means a public act, conduct or behaviour, whether in person, online or via any other means of communication, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a Child/Young Person or group of people including a Child/Young Person because of a Protected Characteristic they hold.

Volunteer means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including parents or carers that volunteer, directors and office holders, coaches, officials, administrators and support personnel.

WWCC means a 'Working with Children Check' (however named) under the applicable legislation of a state or territory, a summary of which is available here.

Any capitalised term not defined in this Policy has the meaning given to it in the Complaints, Disputes and Discipline Policy.

4. Jurisdiction

4.1 Who this Policy applies to

This Policy applies to:

(a) Relevant Persons (regardless of age); and

(b) Relevant Organisations.

4.2 When this Policy applies

(a) All Relevant Persons and Relevant Organisations to which this Policy applies, must comply with this Policy (at all times whilst they are a Relevant Person or Relevant Organisation), including:

(i) in relation to any dealings they have with a Child/Young Person arising from the Relevant Person's, Relevant Organisation's, or the Child/Young Person's involvement in any capacity with Eight Ball;

(ii) in relation to any dealings relating to a Child/Young Person that they might have with a Relevant Organisation or their staff, contractors, and representatives;

(iii) when dealing with a Child/Young Person or other Relevant Person or Relevant Organisation in their capacity as a Relevant Person or Relevant Organisation; and

(iv) in relation to their membership or standing as a Relevant Person or Relevant Organisation in general.

(b) Except where the Policy explicitly indicates otherwise, this Policy does not apply to interactions involving a Relevant Person and a Child/Young Person where there is no direct or indirect link to Eight Ball or a Relevant Organisation.[2]

5. Prohibited Conduct

5.1 Prohibited Conduct – Relevant Persons

(a) A Relevant Person (including a Child/Young Person) commits a breach of this Policy when they:

(i) are convicted or found guilty of a criminal offence involving a Child/Young Person in any court in Australia or overseas;

(ii) have a finding made against them as part of an investigation or disciplinary proceeding of engaging in conduct which would, if done in connection with Eight Ball, be a breach of clause 5.1(a)(iv), 5.1(b) or 5.1(c);

(iii) fail to report to Australian Eight Ball Federation when they are charged with, convicted of, subject to disciplinary proceedings for or otherwise under investigation in relation to conduct involving a Child/Young Person;

(iv) in the circumstances outlined in clause 4.2, engage in any of the following conduct, alone or in conjunction with another person, whether in person, online or via any other means of communication, towards a Child/Young Person:

(A) Abusive Behaviour Towards a Child/Young Person with Disability;

(B) Bullying;

(C) Child Abuse;

(D) Discrimination;

(E) Grooming;

(F) Harassment;

(G) Harmful Behaviour Towards a Child/Young Person;

(H) Victimisation; or

[2] Such as pre-existing personal or family relationship.

(l) Vilification.

(v) fail to obtain or maintain a WWCC when required to do so by relevant state/territory law;

(vi) provides false or misleading information to a Relevant Organisation during an interview or screening check; or

(vii) supply alcohol or drugs (including tobacco, e-cigarettes or vapes) to a Child/Young Person.

(b) A Relevant Person who is an Adult commits a breach of this Policy when they supply medicine to a Child/Young Person, except for:

(i) where the Relevant Person reasonably believes that the medicine is necessary for lifesaving medical treatment;

(ii) when permitted by law; or

(iii) with the consent of the parent, guardian, or carer of the Child/Young Person and under a valid prescription for that Child/Young Person and at the prescribed dosage.

(c) A Relevant Person who is an Adult will also commit a breach of this Policy when they:

(i) facilitate, assist, aid, abet, encourage, induce, cover-up or otherwise are complicit in a breach of clause 5.1(a) or 5.1(b); or

(ii) fail to report actual knowledge or reasonable suspicion of any potential Prohibited Conduct under this Policy.

(d) Annexure B sets out examples of breaches of clause 5.1(a)(iv).

5.2 Prohibited Conduct – Person in a Position of Authority

In addition to Prohibited Conduct outlined in 5.1, a Person in a Position of Authority commits a breach of this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against, or in relation to, a Child/Young Person in their capacity as a Person in a Position of Authority:

(a) except where they are an Approved Person, fail to maintain professional boundaries towards a Child/Young Person under their supervision, including by:

(i) providing any form of support to a Child/Young Person or their family unrelated to the scope of their role (e.g. financial assistance, babysitting, providing accommodation);

(ii) using a personal electronic device to take images or video footage of a Child/Young Person without prior written authorisation from a Relevant Organisation; or

(iii) exhibiting any type of favouritism towards a Child/Young Person;

(b) communicate directly with a Child/Young Person, whether in person, online or via any other means of communication, without a representative from the Relevant Organisation they represent and/or a parent or carer of the Child/Young Person present, unless:

(i) they are an Approved Person; or

(ii) they are a Medical Practitioner or Health Professional and the communication relates solely to appropriate and required medical care of the Child/Young Person;

(c) fail to provide adequate supervision for a Child/Young Person in their care;

(d) engage in inappropriate conduct while supervising one or more Children/Young People in a change room, including by:

(i) showering or changing;

(ii) providing personal or intimate care (e.g. help with toileting or personal hygiene) unnecessarily; or

(iii) being alone in a change room with a Child/Young Person;

(e) use, possess, or be under the influence of an illicit drug or otherwise be impaired by any drug (including prescription or over-the-counter medication) in the presence of a Child/Young Person;

(f) use or be under the influence of alcohol while supervising a Child/Young Person;

(g) transport a Child/Young Person without the prior written approval of the Child/Young Person's parent or carer, unless they are an Approved Person;

(h) fail to take reasonable steps within their power to protect a Child/Young Person from a risk of harm that the Person in a Position of Authority knows or could reasonably be expected to know about, or to notify someone with the power to take steps to protect a Child/Young Person from the risk; or

(i) otherwise put a Child/Young Person at risk of harm.

5.3 Prohibited Conduct – Relevant Organisations

(a) A Relevant Organisation commits a breach of this Policy when it:

(i) engages a person who does not have a satisfactory WWCC as required in the relevant jurisdiction(s);

(ii) does not verify the currency and validity of a Relevant Person's WWCC in accordance with the requirements of the issuing state or territory;

(iii) does not undertake appropriate screening measures when appointing a person to a position where they may have contact with or authority over Children/Young People or access to the personal and/or confidential information of Children/Young People;

(iv) does not adopt and implement a Statement of Commitment; or

(v) does not develop and implement a child safe risk management plan in accordance with relevant state or territory legislative requirements.

(b) A Relevant Organisation will also commit a breach of this Policy when it:

(i) commits or facilitates a breach of clause 5.1(a)(iii), 5.1(a)(iv), 5.1(b) or 5.2;

(ii) fails to ensure that Children/Young People participating in its programs and services are adequately supervised by a sufficient number of responsible adults who are suitably skilled and are capable of providing appropriate care, protection and supervision of Children/Young People engaging in Eight Ball;

(iii) fails to ensure the safety of Children/Young People when arranging for photography/videography/livestreaming by:

(A) not obtaining prior written consent from the Child/Young Person's parent or carer and (where appropriate and possible) from the Child/Young Person;

(B) not applying appropriate screening measures when appointing the photographer/videographer/livestreaming service including obtaining valid WWCCs, reference checks from previous customers or suitable third parties;

(C) not implementing adequate supervision of the appointed photographer(s)/videographer(s);

(D) not ensuring that the context of the photography/videography/livestreaming is related to participation in Eight Ball;

(E) not ensuring that the Child/Young Person is appropriately dressed and posed;

(F) distributing images or videos (including as an attachment to an email) to anyone outside the Relevant Organisation without the knowledge and approval of the Child/Young Person's parent or carer; and

(G) not removing an image where consent has not been given or has been withdrawn;

(iv) fails to take appropriate steps to ensure the safety of Children/Young People that the Relevant Organisation has responsibility for when staying overnight in accommodation for a sporting activity by:

(A) not obtaining written consent from a parent or carer (and, where appropriate and possible, the Child/Young Person) prior to the overnight stay;

(B) not ensuring that the accommodation arrangements are appropriate by:

(1) failing to ensure that the Child/Young Person has privacy when bathing, toileting and dressing;

(2) failing to allocate rooming arrangements that provide each Child/Young Person their own bed or equivalent;

(3) allowing an adult to sleep in the same room as a Child/Young Person, except where the Adult is a parent/carer of the Child/Young Person or the Adult and Child/Young Person are peers in a similar age range (for example, 17 and 18 year old teammates); and

(4) selecting accommodation that is inappropriate for Children/Young People in that they may, for example be exposed to nudity or pornographic material or have access to alcohol while staying there;

(C) not providing Children/Young People with the ability to contact their parents or an Approved Person during the stay; or

(D) not allowing a parent/carer to contact their Child/Young Person if required;

(v) fails to ensure that a parent/carer is involved in any significant decision involving their Child/Young Person, including the signing of any documentation in relation to the Child/Young Person's involvement in Eight Ball;

(vi) prevents a parent/carer from accessing their Child/Young Person when required;

(vii) fails to take appropriate steps to ensure the safety of a Child/Young Person in the context of any transportation of the Child/Young Person sanctioned by the Relevant Organisation by:

(A) not ensuring that informed consent is obtained from a parent/carer (and where appropriate and possible, the Child/Young Person) in advance; and

(B) not undertaking a risk assessment of the planned transportation and addressing any identified risks;

(viii) fails to take reasonable steps to protect a Child/Young Person from a risk of harm that the Relevant Organisation knows or could reasonably be expected to know about; or

(ix) has knowledge of and does not report a breach of clauses 5.1 or 5.2 to Sport Integrity Australia or Australian Eight Ball Federation in accordance with Section 6 of this Policy and the Complaints, Disputes and Discipline Policy.

(c) A Relevant Organisation will not be in breach of clause 5.3(b)(v)or (vi) for not allowing a parent/carer access to their Child/Young Person or involving them in decisions relating to the Child/Young Person where:

(i) the Relevant Organisation is complying with a court order restricting access by the parent/carer to the Child/Young Person; or

(ii) the Relevant Organisation is respecting the wishes of a Child/Young Person who is legally capable of making decisions on their own behalf.

6. Reporting and Complaints

(a) Allegations of Prohibited Conduct under this Policy may be submitted to Sport Integrity Australia or the relevant SSO/Australian Eight Ball Federation and will be managed in accordance with the Australian Eight Ball Federation Complaints, Disputes and Discipline Policy. However, Sport Integrity Australia will not manage allegations relating to breaches of clauses 5.3(a) and any such allegations will be transferred back to Australian Eight Ball Federation to be managed and/or Sport Integrity Australia may refer the matter to the relevant state/territory Safeguarding Regulatory Body.

(b) Where a Relevant Organisation becomes aware of a potential breach of this Policy and the information known about that potential breach is such that it would cause a reasonable person to suspect that a Child/Young Person is, or is at risk of, harm or being abused and/or neglected:

(i) the Relevant Organisation must comply with the requirements of Responding to Risk of Abuse and Harm in Annexure A. This includes waiting until statutory agencies have confirmed that they are either not responding to an allegation or have finalised any intervention they deem appropriate;

(ii) no further action under the Complaints, Disputes and Discipline Policy in relation to that potential breach should occur until the obligations in clause 6(b)(I) are complied with; and

(iii) the Relevant Organisations must apply appropriate risk mitigation strategies to keep all Children/Young People safe while an allegation or complaint is being assessed/investigated. This may include interventions such as supervision, suspension, restriction of duties or temporary redeployment, or suspension or restriction of rights, privileges or benefits.

7. Other Matters

7.1 Education

(a) To prevent breaches of this policy, build positive behaviours in sport and protect participants from the threat posed by behaviours and environments that are unsafe to Children/Young People, Australian Eight Ball Federation is responsible for developing and implementing an education plan addressing the content and subject matter of this Policy.

(b) Australian Eight Ball Federation should engage Sport Integrity Australia to assist in the design, implementation, and maintenance of the education plan and to determine priority education groups and appropriate interventions.

(c) A Relevant Organisation may, from time to time, direct certain Participants to undertake education, which will be relevant and proportionate to their level of participation in Eight Ball and the associated integrity risks.

(d) Sport Integrity Australia has developed a range of education resources and training material to support the National Integrity Framework which can be found here.

7.2 Information sharing

(a) Subject to the Privacy Act 1988 (Cth), Relevant Organisations may share information they receive relating to Child/Young Person safety issues within their sport with Sport Integrity Australia to enable Sport Integrity Australia to effectively perform its functions.

(b) In sharing information, Relevant Organisations will remain bound by the legal obligations contained in the Privacy Act 1988 (Cth) and the Relevant Organisation's Privacy Policy.

7.3 State/territory specific child safe standards

This Policy is underpinned by the National Principles for Child Safe Organisations. Some states and territories have established their own legislated safeguarding framework with compliance requirements. Relevant Organisations and Relevant Persons are responsible for familiarising themselves with the legislative requirements in their state or territory and taking steps to ensure that they are meeting any additional compliance requirements, including by adopting additional procedures, policies or standards where necessary.

8. Companion Guide

(a) This Policy is to be read in conjunction with the Companion Guide: Safeguarding Children and Young People Policy.

(b) The Companion Guide supports this Policy by providing direction on positive practices and behaviours that when implemented can create a safer environment.

(c) A failure to comply with the Companion Guide is not inherently a breach of this Policy, but non-compliance increases the risk that a breach may occur.

Annexure A: Responding to Risk of Abuse and Harm to Children and Young People

If you believe a Child/Young Person is at risk of immediate harm, you MUST:

- Call 000 for urgent medical and/or police assistance for allegations of criminal conduct
- First aid should be provided where required and preferably by a person trained in first aid
- Take necessary steps to remove the Child(ren)/Young person(s) from ongoing or further harm or abuse

Under relevant state and territory laws, failure to report any reasonable suspicion or knowledge that a Child/Young Person is or is likely to be at risk of harm could result in criminal proceedings.

Child Safe Contact at Australian Eight Ball Federation	
Name: Elyce Harris	Position: Integrity Manager
Email: secretary@aebf.com.au	

Managing an investigation by Australian Eight Ball Federation:	**If the matter is referred to Sport Integrity Australia:**
If you suspect, on reasonable grounds that a Child/Young Person was or is at risk of harm or abuse, you must report it to the police and/or the relevant state/territory child protection agency, a list of which can be found here. Some states and territories place a legal obligation on organisations to report allegations of child sexual abuse to law enforcement and other child protection agencies. You must contact the police and/or the relevant child protection agency to determine the information that may be shared with parents/carers, this could include advice: • not to contact the parent/carer in circumstances where it is alleged, they may have engaged in the abuse • to contact the parents/carers and provide agreed information as soon as possible • who should lead this contact (i.e. Police, Child Protection department or Relevant Organisation representative). **TIP:** When liaising with the Police, make note of the Officer's name and contact details. If the alleged harm or abuse occurred at a Relevant Organisation or in connection with Australian Eight Ball Federation, it must also be reported to either Australian Eight Ball Federation or SIA. Reports to SIA can be documented on the Report Form found at MAKE AN INTEGRITY COMPLAINT OR REPORT | Sport Integrity Australia.	If the matter places a Child/Young person at risk of harm or alleges criminal conduct, SIA will contact the state or territory law enforcement or child protection agency. SIA can provide Eight Ball advice on: • appropriate steps to take to prevent opportunities for ongoing harm or abuse • what provisional action Australian Eight Ball Federation can consider in managing the incident. If SIA manage the investigation, SIA can: • assist Australian Eight Ball Federation in liaising with law enforcement • provide guidance for managing a critical incident with the community • Identify suitable support/health and wellbeing services. To maintain the integrity of any criminal proceedings, SIA will not investigate a matter if there is a current law enforcement investigation. SIA may investigate if notified that the matter will not be investigated by law enforcement. MAKE AN INTEGRITY COMPLAINT OR REPORT | Sport Integrity Australia.
Depending on where the offence took place, Australian Eight Ball Federation may have obligations to notify the relevant reportable conduct scheme within specific timeframes. More information on reportable conduct schemes can be found in the links below noting not all states and territories operate a reportable conduct scheme. QLD NSW VIC TAS	Where a matter has been reported to SIA and is being investigated, SIA is not responsible for meeting Reportable Conduct Scheme obligations under the relevant Act. Australian Eight Ball Federation must ensure they have met any obligations to the Reportable Conduct Scheme. Where matters are being investigated by SIA, support to meet Reportable Conduct Scheme requirements will be provided.

The Safeguarding Children and Young People Policy expects Relevant Organisations to implement the practices outlined in the Companion Guide. The Companion Guide provides advice and support on managing allegations of harm and abuse.

Annexure B: Examples of Prohibited Conduct under clause 5.1(a)(iv)

1. **Bullying** is behaviour of a nature and level of seriousness, whether in person, online or via any other means of communication, which includes, but is not limited to, repeatedly:
    (a) keeping someone out of a group;
    (b) making offensive gestures, using inappropriate or derogatory names, being unreasonably critical and
    (c) teasing;
    (d) spreading rumours or lies, or misrepresenting someone (e.g., using their social media account to post messages as if it were them);
    (e) making threats or intimidating someone; or
    (f) intentionally hurting someone physically.

2. **Child Abuse**:
    (a) **Physical Abuse** includes, but is not limited to:
        (i) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking;
        (ii) prescribing harmful training methods or overtraining, whether in person, online or via any other means of communication, where there is the potential to result in injury or adversely affect the Child/Young Person's physical development;
        (iii) encouraging or enforcing, whether in person, online or via any other means of communication, excessive dieting or restrictive eating;
        (iv) threatening physical harm or punishment, whether in person, online or via any other means of communication, to coerce a Child/Young Person; or
        (v) behaviour that is intended to cause pain or distress to the Child/Young Person (e.g. corporal punishment).
    (b) **Emotional Abuse** may occur as a result of being subjected to, whether in person, online or via any other means of communication:
        (i) constant criticism, teasing, ignoring, threatening, yelling, scape goating;
        (ii) ridicule, intentional exclusion, continual coldness, or rejection;
        (iii) racism, discrimination, vilification or harassment;
        (iv) harmful training methods or overtraining where there is the potential to result in damage to a Child/Young Person's emotional, or psychological wellbeing; or
        (v) excessive or unnecessary emphasis on appearance, weight requirements or muscularity.
    (c) **Sexual Abuse** is dependent on the requirement for a person to provide consent. Consent may be defined differently in state/territory legislation and variations exist according to age, age differences and the nature of the association between the people e.g. coach and athlete or similar aged peers. Sexual Abuse includes:
        (i) an adult engaging in any form of sexual behaviour with a Child/Young Person, other than where the Child/Young Person has provided legal and informed consent, and the adult is not a Person in a Position of Authority. This includes but is not limited to:
            (A) rape;
            (B) kissing;
            (C) sexual touching;
            (D) oral sex;
            (E) masturbation in front of a Child/Young Person or encouraging a Child/Young Person to masturbate, whether in person, online or via any other means of communication;
            (F) a person exposing their genitals to a Child/Young Person or asking a Child/Young Person to expose their genitals, whether in person, online or via any other means of communication;
            (G) exposing a Child/Young Person to pornography or sexually explicit material, whether in person, online or via any other means of communication;
            (H) taking or sharing images of child sexual abuse material with a Child/Young Person including the use of explicit deepfake images using generative AI, whether in person, online or via any other means of communication;

(I) exploiting, whether in person, online or via any other means of communication, a Child/Young Person for child sexual abuse material or other advantage e.g. money;

(J) making sexual comments to a Child/Young Person or in the presence a Child/Young Person, whether in person, online or via any other means of communication, including engaging in open discussions of a sexual or adult nature; or

(K) engaging in sexual activity with or in the presence of a Child/Young Person, whether in person, online or via any other means of communication; and

(ii) a Relevant Person who is a Child/Young Person forcing, manipulating or coercing another Child/Young Person into behaviours including, but not limited to:

(A) rape;

(B) kissing;

(C) sexual touching;

(D) oral sex;

(E) sharing explicit material of themselves or another person to another Child/Young Person, whether in person, online or via any other means of communication;

(F) pressuring another Child/Young Person to share explicit images of themselves, whether in person, online or via any other means of communication;

(G) engaging in sexually explicit talk in the presence of other Children/Young People, whether in person, online or via any other means of communication, where the topic would be considered age or developmentally inappropriate for the Child/Young Person other the Child/Young Person;

(H) creating or sharing, whether in person, online or via any other means of communication, explicit deepfake images of another Child/Young Person using generative AI; or

(I) sharing explicit material with another Child/Young Person, whether in person, online or via any other means of communication, where it is unsolicited and/or where the nature of the material is age or developmentally inappropriate for the other Child/Young Person.

(d) **Neglect** includes, but is not limited to:

(i) serious failure to adequately supervise a Child/Young Person;

(ii) serious failure to provide adequate first aid or emergency medical care;

(iii) serious failure to provide or provide access to adequate nourishment or hydration during a sporting activity such as training or competition;

(iv) serious failure to provide appropriate uniform, protective clothing or sunscreen to protect a Child/Young Person from harm due to weather or environmental conditions;

(v) requiring participation or continued participation in a sporting activity during extreme weather conditions such as hail storm, lightning or extreme heat; or

(vi) requiring participation or continued participation in a sporting activity following injury.

(e) **Exposure to Family and Domestic Violence** refers to behaviours observed in the context of sport which may indicate a Child/Young Person is exposed to family and domestic violence outside of sport which should be reported to relevant authorities (refer to Annexure A), including:

(i) physical or verbal abuse between parents or carers or the indicators of abuse by a parent or carer e.g., unexplained bruising;

(ii) threats, intimidation or humiliation between parents or carers;

(iii) overly restrictive control over finances

(iv) disputes about custody of a Child/Young Persons;

(v) one or both of the parents or the carer is regularly under the influence of drugs and/or alcohol;

(vi) disclosure by a Child/Young Person or another Relevant Person; or

(vii) an arrest, charge or conviction for Family and Domestic Violence related offences.

3. **Harassment** is behaviour, whether in person, online or via any other means of communication, which includes, but is not limited to:

(a) telling insulting jokes and/or making derogatory comments about racial groups or people of diverse genders and sexualities;

(b) displaying racially or sexually offensive images or screen savers;

(c) making derogatory comments or taunts about someone's race, disability, sexual orientation, gender identity or gender expression;

(d) asking intrusive questions about someone's personal life;

(e) intentionally stalking someone;

(f) intentionally disclosing the transgender identity or sexual orientation of someone without consent;

(g) doxxing or cyber-stalking; or

(h) creating or sharing deep-fake images or any other AI-generated content intended to cause distress.

4. **Harmful Behaviour Toward a Child** includes but is not limited to the following behaviours, whether in person, online or via any other means of communication:

(a) using language in the presence of a Child/Young Person or exposing them to material that is:

(i) discriminatory, racist or sexist;

(ii) violent, extremist, inciting of hatred;

(iii) derogatory, belittling, or excessively harsh or critical; or

(iv) excessive swearing or sexualised language;

(b) excessive or unnecessary emphasis on appearance, weight requirements or muscularity that may include practices such as:

(i) excessive weigh-ins or focus on weight goals, body composition testing that is a sport requirement that carries punishment for the outcome (for example repeated bouts of exercises as punishment for weight gain); or

(ii) unsafe practices that could put health at risk in order to reach weight or appearance requirements without adequate medical support (for example dehydration, restrictive eating, use of supplements or banned substances).

(c) engaging a Child/Young Person in gambling;

(d) inducing, encouraging or manipulating a Child/Young Person to engage in behaviour that is illegal or a breach of any of Australian Eight Ball Federation policies e.g. competition manipulation, anti-doping policy;

(e) encouraging a Child/Young Person to use alcohol or drugs;

(f) placing a Child/Young Person in environments or contexts that may increase the risk of harm;

(g) is overly physical (e.g. tickling or other roughhousing), except where this contact is consistent with the rules of Eight Ball and accepted and reasonable behaviour within the activity when undertaking that activity, or is otherwise normal and developmentally appropriate behaviour between peers;

(h) any action initiated against the wishes of the Child/Young Person, except if such contact may be necessary to prevent injury to the Child/Young Person or to others, in which case:

(i) physical restraint must be a last resort;

(ii) the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child/Young Person to prevent harm to themselves or others; and

(iii) the incident must be reported to management of the appropriate Relevant Organisation as soon as possible.

(i) making derogatory comments to or about a Child/Young Person who is participating in Eight Ball to or in the presence of the Child/Young Person or to another Participant;

(j) using a camera or other recording device in a change room where a Child/Young Person is present;

(k) taking inappropriate photos or footage of a Child/Young Person and/or refusing to remove or delete such photos or footage;

(l) requesting or inferring that a Child/Young Person (other than another Child/Young Person in a similar age range) keep any communication secret from their parents/carer, or other Relevant Person such as a coach or administrator, or a Relevant Organisation;

(m) failing to provide adequate supervision of Child/Young Person;

(n) exerting coercive control over a Child/Young Person by engaging in behaviours such as:

(i) preventing, or unreasonably restricting or regulating a Child/Young Person seeking or continuing education or having access to or control of the Child/Young Person's financial assets (e.g., scholarships or grants) or personal assets (e.g., passport):

(ii) monitoring or tracking a Child/Young Persons's activities, communication or movements, whether by physically following the person, using technology or in another way;

(iii) causing damage to or destruction of the Child/Young Person's property as a means of exerting control over or intimidating the Child/Young Person;

(iv) isolating a Child/Young Person or preventing a Child/Young Person from making or keeping connections with the Child/Young Person's family, friends or culture, or expressing their identity;

(v) depriving a Child/Young Person of liberty, restricting a Child/Young Person's movements, or unreasonably controlling or regulating a Child/Young Person's day-to-day activities (e.g., by making unreasonable demands about how a Child/Young Person exercises their personal, social autonomy);

(vi) compelling a Child/Young Person to take medication, supplements, prohibited substances, or undertake medical procedures;

(a) intimidating or threatening a Child/Young Person by making explicit or implied warnings of negative consequences (e.g., deselection, withdrawal of privileges) to control behaviour and enforce obedience or compliance with a demand; or

5. **Direct Discrimination** is differential treatment, whether in person, online or via any other means of communication, based on a Protected Characteristic including, but not limited to:

(a) not giving a person the same opportunities to participate in sport (e.g. not selecting a person for a team, not allowing field time, not giving coaching opportunities) due to their Protected Characteristic;

(b) fostering a culture of racism, sexism, homophobia or other form of intolerance towards a particular group with a Protected Characteristic within a particular sporting environment;

(c) giving preferential treatment towards people without a particular Protected Characteristic in providing training opportunities (e.g. in a mixed gender training environment, separating boys and girls and providing more attention to the male group); or

(d) not allowing a person to compete under their preferred name or repeatedly misgendering or dead-naming them in official documentation.

6. **Indirect Discrimination** is imposing a blanket rule, requirement, practice or condition that disproportionately disadvantages a group with a Protected Characteristic where there is no reasonable justification for imposing the rule, requirement, practice or condition (such as safety, or a legislative exemption that allows specific categories of sporting activities based on age, gender or ability). This includes, but is not limited to:

(a) failing to make reasonable adjustments to allow a person with disability to participate in an activity or have access as a spectator;

(b) imposing hair, uniform or dress requirements that would be difficult for a person with a particular Protected Characteristic to comply with due to physical limitations, gender expression, or religious or cultural practices or beliefs; or

(c) failing to take reasonable steps to ensure that cultural and religious practices or requirements are accommodated (e.g., not ensuring that acceptable food options are available at catered events).

7. **Victimisation** is behaviour, whether in person, online or via any other means of communication, that includes, but is not limited to:

(a) dismissal of a person or disadvantage to their involvement in sport because they have or intend to make a complaint;

(b) exclusion of a person from a sport activity because they were a witness/whistleblower to Prohibited Conduct; or

(c) failure to select an individual on merit because they have supported another person in lodging a complaint.

8. **Vilification** is behaviour, whether in person, online or via any other means of communication, that includes, but is not limited to:

(a) speaking, writing or otherwise communicating about a person's sex or gender identity in a way that could make other people dislike, hate, or ridicule them;

(b) publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;

(c) repeated and/or serious verbal or physical abuse about a Protected Characteristic of another person;

(d) encouraging violence against people who belong to a particular sex or gender identity, or damaging their property; or

(e) encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites, social media applications or email.