

Participant Protection Policy Factsheet

Overview

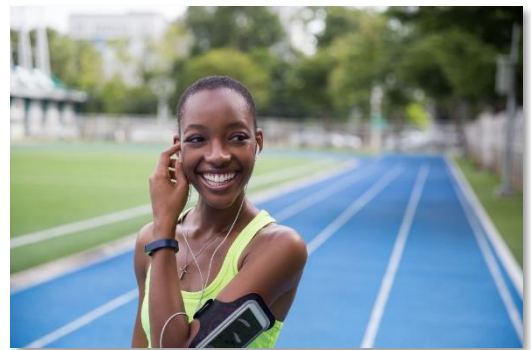
The Participant Protection Policy (the Policy) is designed to protect the welfare, wellbeing, and health of everyone involved in sport. It provides clear definitions of abuse, bullying, harassment, sexual harassment, discrimination, victimisation and vilification in sport, along with information on how to report these behaviours.

Specifically, the Policy provides a framework to:

- promote a safe, trustworthy, and enjoyable environment at all levels, by protecting everyone in sport from discrimination, harassment, bullying and abuse.
- protect the health, welfare, wellbeing, and safety of participants by ensuring everyone involved in sports is treated with respect and dignity.
- ensure everyone in sport is aware of their legal and ethical rights and responsibilities, and the standards of expected behaviour.
- protect the integrity of sport by reducing the risks of unacceptable behaviours.

Who does this Policy apply to?

This Policy applies to everyone involved in QAS activities including QAS supported athletes, employees, contractors, QAS program coaches as defined in the Participant Protection Policy. The Policy only applies in relation to direct involvement in a QAS sport activity or event. If an interaction has no clear link to QAS, the Policy may not apply and may be more appropriately dealt with under a different Policy, code of conduct or the relevant national sporting organisation's policy or code of conduct.



Prohibited Conduct

The following actions and behaviours are breaches of the Policy:

- **Abuse** including different types of abuse such as physical or psychological abuse.
- **Bullying and the inappropriate use of power**, where actions are repeated and deliberate.
- **Harassment** including unwanted behaviours which are reasonably likely to cause harm.
- **Sexual harassment and sexual offences** including any unwelcome sexual advance or other unwelcome conduct of a sexual nature.
- **Discrimination** including both deliberate and inadvertent, direct or indirect discrimination based on an attribute such as age, disability, race or ethnicity, sex, sexual orientation, gender identity or religion.
- **Victimisation** of anyone who chooses to make a complaint or plans to.
- **Vilification** based on a protected Attribute.

Full definitions of these behaviours are available in the Participant Protection Policy.

Prohibited Conduct effecting children and young people

If Prohibited Conduct under the Participant Protection Policy is alleged to have happened towards anyone under the age of 18, it should be considered an alleged breach of the Safeguarding Children and Young People Policy and reported to the QAS Sport Integrity Manager.

Information on how to report breaches of the Safeguarding Children and Young People Policy can be found online at [QAS sport integrity](#).

What is the reporting process?

You **must** report conduct that may be considered Prohibited Conduct under this Policy to the QAS Sport Integrity Manager. Visit the [QAS Sport Integrity Report/Complaint Form](#) on the QAS website or contact the QAS Sport Integrity Manager for further support.

What happens if someone commits a breach of this Policy?

Any alleged Prohibited Conduct that is reported will be dealt with under the Sport Integrity Complaints Policy. Criminal conduct will be managed outside of this process by law enforcement.

Disclaimer

This fact sheet does not replace the Participant Protection Policy. The Policy applies and overrules this fact sheet in any instances.

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