

## NSWKA Member Protection Statements



The New South Wales Kendo Association (NSWKA) is committed to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from the arts of Kendo, Iaido and Jodo.

These statements alongside Australian Kendo Renmei's (AKR) Member Protection Policy aims to ensure the NSWKA's core values, good reputation and positive behaviours and attitudes are maintained.

The NSWKA aims to ensure that every individual, club, the Executive Committee and sub-committees are aware of their legal and ethical rights and responsibilities. This statement and the AKR Member Protection Policy provides advice and the procedures that support NSWKA's commitment to providing an environment which is free from harassment and abuse for everyone, and promotes respectful and positive behaviour and values.

The NSWKA and/or the AKR will take disciplinary action against any person or group bound by these documents if they breach them.

The NSWKA supports and endorses the **AKR Member Protection Policy**. All NSWKA members are encouraged to access the AKR Member Protection Policy on the AKR website and examine the AKR position statements on:

- Child protection
- Taking images of children
- Anti-discrimination and harassment
- Sexual relationships
- Pregnancy
- Gender identity
- Cyber bullying
- Responsible service and consumption of alcohol
- Smoke-free environment
- Bullying
- Social networking sites
- Complaints procedures, and
- Disciplinary measures

Additional position statements from the NSWKA are attached to this Member Protection Statement as appendices.

### Appendices:

1. Interaction with Children Guidelines
2. Disability Inclusions Statement
3. Codes of Behaviour

## Appendix 1

# NSWKA Interaction with Children Guidelines



These guidelines are for Sensei, coaches and other personnel to protect them from risk and to keep children (anyone under the age of 18) safe.

**Sensei, coaches and other personnel in positions of authority should maintain clear:**

### Physical boundaries

- Use drills to develop fitness, not as a punishment
- Only use physical contact that is appropriate for the development of a particular skill and has the permission of the person
- Work within sight of others at all times

### Emotional boundaries

- Use positive feedback on performance, not negative feedback about the person
- Be encouraging and avoid put-downs

### Social boundaries

- Attend sport related events such as celebrations and annual meetings but do not socialise with junior athletes outside sporting functions
- Do not socialise with junior athletes via social media

### Sexual boundaries

- Do not have sexual relationships with people under the age of 18 whom you are coaching
- Do not touch people in ways likely to make them feel uncomfortable

### Minimise physical contact

Generally, physical contact with people should be to:

- Develop sport skills
- Treat an injury
- Prevent or respond to an injury
- Meet the specific requirements of the sport

All physical contact by personnel should fulfil the following criteria:

- Physical contact should be appropriate for the development of a sport skill/s
- Permission from the person should always be sought
- People should be congratulated or comforted in public not in an isolated setting

### Avoid being alone with a child

To protect yourself and the child from risk:

- Do not isolate yourself and a child and avoid being alone with any particular child
- If a child approaches you and wants to talk to you privately about a matter, do so in an open area and in sight of other adults (e.g. other coaches, officials or parents/guardians)
- Before going into change rooms knock or announce that you will be coming in. Try to have at least one adult with you in a change room with children

**Reference:** Play by the Rules: <http://www.playbytherules.net.au>

## Appendix 2

# NSWKA Disability Inclusions Statement



### Our commitment

The New South Wales Kendo Association (NSWKA) welcomes all members of the community, regardless of their abilities. We will include people with disability in our clubs and at New South Wales Kendo Association (NSWKA) events in both playing and non-playing roles to the greatest extent that we can.

We will endeavor to make our clubs and events as accessible as possible, based on the ability of individuals involved in our clubs, the type and level of competition they want to join and our capacity to make modifications that promote inclusion.

### What we will do

- Put people first, focus on what they can do and find out how they want to participate.
- Ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate.
- Where possible, make adjustments to our coaching, equipment, rules or playing environment and modifications to club premises (e.g. putting in a ramp).
- Be honest and explain if certain modifications or adjustments are not currently possible.
- Communicate with people and share club information in appropriate ways and formats.
- Expect all members of our club to accept and welcome people with disability.
- Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement.
- Have strong policies to ensure that people can play sport and participate in our club without discrimination, harassment or bullying.
- Provide information about other options for participation outside our clubs; for example, letting people know about sports that are primarily or only for people with disability, or clubs where major modifications have been made to increase opportunities for participation.

### What we ask you to do

If you have a disability:

- Tell us what we can do to help include you in our clubs and events
- Understand that we will do our best to make any necessary adjustments or modifications
- Talk to us if you have any concerns or ideas to help us be more inclusive

**Reference:** Play by the Rules: <http://www.playbytherules.net.au>

## Appendix 3

### NSWKA Codes of Behaviour



**NEW SOUTH WALES KENDO  
ASSOCIATION INC.**

The codes of behaviour identify key principles on which participants, parents, coaches, administrators, officials and spectators should base their involvement. Applying the codes of behaviour will ensure that we all develop good sporting behaviours, show courtesy and respect to each other and encourage everyone to remain actively involved throughout their lives.

#### Scope of the Codes of Behaviour

The Codes of Behaviour apply to:

- The three arts of Kendo, Iaido and Jodo
- Any competition, grading, seminar or other event run by the NSWKA or affiliated NSWKA club
- The conduct of NSWKA members representing NSW at events held outside of NSW
- When there is a disciplinary concern within a club which the club refers to the NSWKA Executive for resolution

#### Spectators

- Focus on the efforts and performance rather than on winning or losing
- Encourage everybody to always settle disagreements without resorting to hostility or violence
- Respect all official decisions, show appreciation for the efforts of officials, volunteers and coaches
- Respect the rights, dignity, and worth of every person regardless of their age, gender, sexual orientation culture or religion
- Verbal or physical abuse, deliberately distracting or provoking anyone is not acceptable behaviour in NSWKA events
- Anyone found in breach of these codes of conduct, will be warned and may be asked to leave the event/venue

#### Participants

- Respect and abide by NSWKA event rules and all officials decisions
- Never argue with or publically disagree with any official or shinpan
- If a competitor or coach feels there has been a mistake in process during shiai the competitor's coach may approach the Shinpan-shunin and declare igi. Any decisions shinpan make on ippon are final and cannot be overruled
- Verbal abuse, deliberately distracting or provoking anyone is not acceptable or permitted behaviour in NSWKA events
- Respect the rights, dignity and worth of all participants regardless of their age, gender, sexual orientation culture or religion
- Any participant found to be abusing the NSWKA code of behaviour can be reprimanded, removed from the current event and/or denied entry into further NSWKA events

### **Sensei & Coaches**

- Clubs which do not exercise control over their players, parents of players, coaches, officials or spectators may be called upon by the NSWKA to accept responsibility for their actions and the following penalties may apply; warning, suspension or expulsion from the NSWKA
- Operate within the rules of the NSWKA and the spirit of your art, teach your students to do the same
- Insure that all equipment meets safety standards as detailed by the International Kendo Federation
- Show concern and caution towards sick and injured participants. Follow the advice of officials when determining whether an injured participant should or should not participate any further
- Respect the rights, dignity and worth of every person regardless of age, gender, sexual orientation culture or religion
- Display control, respect and professionalism to all

### **Officials & Volunteers**

- At all times officials and volunteers will respect the rules and regulations set out by the NSWKA event organisers
- Insure that health and safety requirements of the venue are adhered to and the way the event is run does not increase health and safety concerns
- Give all participants a "fair go" regardless of their age, gender, sexual orientation culture or religion
- At all times all officials of NSWKA will be totally non-biased in their rulings and decisions
- Respect the rights of anyone wishing to lodge a complaint or igi during competition
- All protests that cannot be resolved by the Shinpan-Cho will be forwarded to the NSWKA Executive for resolution
- At all times all shinpan and officials will show courtesy and respect to participants, coaches, parents, spectators and each other

### **Important**

**Every person who attends a NSWKA event or represents the NSWKA outside of NSW does so with the permission and license of the NSWKA. Breaches of these codes of behaviour may result in penalties up to and including warning, suspension or expulsion from this and future NSWKA events.**

*For more detail on reporting on and responding to poor behaviours refer to the **NSWKA Policy: Managing Disciplinary Concerns***