

# POLICY 7

Name of organisation:

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## Intimate Relationships Policy



### Commitment to Te Tiriti o Waitangi

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**(insert name of organisation)** recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

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**(insert name of organisation)** is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

### Values

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**(insert name of organisation)** believes consensual, healthy, and respectful relationships are essential to the wellbeing of people involved in play, active recreation and sport.

Everyone has a responsibility to ensure they act professionally and in the best interests of

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**(insert name of organisation)** when performing their duties, in training, at matches, on tour or otherwise involved in its activities. Healthy boundaries are important and need to be respected.

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**(insert name of organisation)** believes intimate relationships and associated conflicts should be disclosed and managed because:

- they could have harmful effects on the people involved and/or other people within the activity/sport
- they could be perceived as exploitative, particularly if there is a power imbalance between the people involved (e.g. in terms of relative age, authority, maturity, status, influence, or dependence)
- the public image of

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**(insert name of organisation)** could be negatively affected (e.g. conflict of interest affecting perceptions of professionalism and fairness).

## Purpose

The purpose of this policy is to:

- promote professional and ethical behaviour
- avoid actual and perceived conflicts of interest
- make it clear that coaches and other supervisors of young people should not use their position to enter into intimate relationships with them
- minimise the risk of accusations of bias, favouritism or prejudice
- ensure that

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**(insert name of organisation)** provides a safe environment where people are treated with fairness, dignity, and respect

- ensure

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**(insert name of organisation)** has a clear and practical framework, which identifies any concerns or perception issues at an early stage and seeks to manage those issues to assist everyone involved.

## Application

Intimate relationships that could give rise to a conflict of interest are relationships where there could be some bias or impact, either positive or negative, resulting from that relationship. The conflict arises from the relationship itself – it doesn't depend upon any specific action.

The existence of intimate relationships where there could be a perception or reality of bias or conflict of interest needs to be disclosed so any risks can be safely managed.

This policy applies to

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**(insert name of organisation)**'s employees, service providers, contractors, volunteers, athletes and members.

The relationships covered by this policy include:

- past or present boyfriend/girlfriend, marriage or de facto relationship
- past or present sexual partners
- someone you are dating or have dated in the past
- any kind of intimate or romantic interaction, including, for example, a one-off sexual interaction or a romantic relationship.

## Guidelines for intimate relationships

For the purposes of this policy, coaches/supervisors will be considered to be supervisors of participants.

Supervisors are not allowed to seek, encourage or enter into intimate relationships with young people they are coaching/supervising. Young people means people of or over the age of 14, but under 18 years of age.

Supervisors are discouraged from seeking, encouraging or entering into intimate relationships with participants older than 18 who they coach. If such relationships do arise, they must be disclosed by the supervisor to the management committee of

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**(insert name of organisation).**

Supervisors are discouraged from entering into intimate relationships with parents or guardians of young people they coach/supervise.

It is not acceptable for supervisors to continue to supervise, including coach, someone they are in an intimate relationship with, unless

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**(insert name of organisation)** expressly approves this in writing (approval is likely to be subject to conditions and ongoing obligations to ensure the conflict is managed).

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**(insert name of organisation)** strongly discourages intimate relationships where one person is in a significantly more senior position than the other (even if there is no direct reporting line).

Where an intimate relationship exists, it should be kept separate from the work, training, or competition environments. Conduct of both parties must remain professional at all times.

If an intimate relationship ends, both parties are expected to behave professionally towards each other.

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**(insert name of organisation)** may still need to manage the situation and should be advised.

## Disclosing intimate relationships

Intimate relationships must be disclosed so

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**(insert name of organisation)** can assess the impact on the people in the relationship, their roles at

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**(insert name of organisation)** and other people who work/volunteer at or are associated with

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**(insert name of organisation).**

The people who this policy applies to have an ongoing obligation to disclose:

- intimate relationships between themselves and another employee, service provider, contractor, volunteer, participant or member
- intimate relationships between themselves and the parent or guardian of a participant they currently coach/supervise
- intimate relationships between other people who work/volunteer at or are associated with

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**(insert name of organisation)** that they become aware of

- any change in their intimate relationships where the intimate relationship could, or could reasonably be perceived, to impact on either person in the relationship, their roles or other people associated with

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**(insert name of organisation).** If a person is in doubt about whether a relationship must be disclosed, it should be disclosed.

Disclosure should be made to [e.g. principal, line manager, head coach, CEO] immediately (or as soon as the conflict, or potential conflict, is identified). If one or both people in the intimate relationship is a member of the management team or senior leadership team, then disclosure must be made to the Chief Executive Officer.

Information about intimate relationships will only be disclosed to those people within

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**(insert name of organisation)** who need to know in order to manage the actual, potential, or perceived conflicts of interest. Anyone who is informed of an intimate relationship in the course of their work or activity within

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**(insert name of organisation)** must be reminded they need to keep it confidential.

## Steps following disclosure

Where an intimate relationship is disclosed or identified,

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**(insert name of organisation)** may:

- advise the relevant supervisors (if any and if not already advised/aware) of the existence of the relationship
- consult with people in the relationship (and any other relevant parties) to develop a plan to manage actual or potential impacts. The steps to manage any risks may include an independent person being involved in selection decisions, monitoring, changes to reporting lines, changes to roles and/or disclosure to other relevant people at

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**(insert name of organisation).**

There may be situations where the adverse impact cannot be adequately managed and ongoing employment (or association) with

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**(insert name of organisation)** is not possible. In such cases, this will be discussed with the people affected.

## Reporting a breach

Individuals who wish to report an alleged breach of this policy should follow the complaints procedure outlined in the Complaints Policy and Procedure.



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