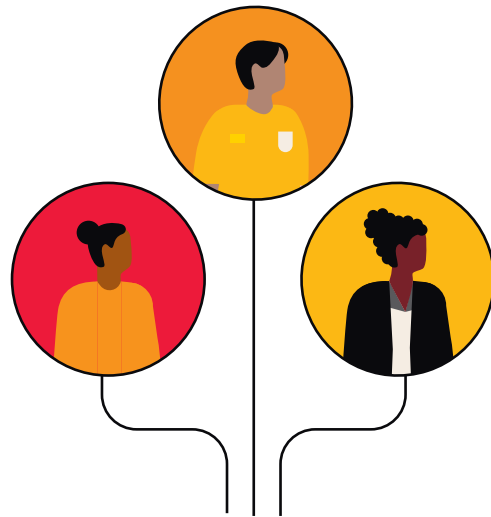


# POLICY 8

Name of organisation:

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## Participant Poaching 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

Everyone involved in play, active recreation and sport joins with good intentions and we are all expected to do our best to treat each other with respect and comply with our policies and rules.

Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in the activity/sport.

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**(insert name of organisation)** knows everyone involved in the activity/sport is here because of a shared passion for the activity/sport and care for the people involved.

Participant poaching shifts the focus from enjoyment of the activity/sport, to winning and losing. This is not what we are about. It can also harm

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**(insert name of organisation)**’s reputation and standing in the activity/sporting community.

We want to protect the integrity of the activity/sport and ensure everyone understands participant poaching is unethical and is not tolerated at

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**(insert name of organisation)**.

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**(insert name of organisation)** representatives will communicate ethically, openly and honestly with other participants, clubs/organisations and their representatives.

## Purpose

This policy aims to:

- outline acceptable and unacceptable behaviours in relation to the recruitment of participants
- provide a process to deal with participant poaching at

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**(insert name of organisation).**

## Application

This policy applies to all representatives of

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**(insert name of organisation).** This includes, but is not limited to: coaches, supervisors, team managers, officers, board members, and other employees or volunteers of

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**(insert name of organisation)** where they are acting as agents for it.

## Policy

### What is poaching?

Participant poaching is where a club/organisation representative approaches a participant, or for the purpose of encouraging them to join their club or compete for them. This can happen directly or indirectly, including face-to-face, by phone, text message, email or social media, or by asking another person to make contact for that purpose.

Participant poaching is not tolerated at

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**(insert name of organisation)** as a method of recruitment.

It is also unacceptable for representatives of

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**(insert name of organisation)** to entice or threaten a participant, or parent/guardian/whānau of a participant, who is registered with another club, for the purpose of encouraging them to join

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**(insert name of organisation)** or compete for it.

### What is not poaching?

It is not poaching where a participant, or their parent/guardian/whānau makes contact with

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**(insert name of organisation)**, seeking to join or compete for it, provided they were not influenced in any way, directly or indirectly, by any of its representatives.

Publicly advertising

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**(insert name of organisation)**'s activity/sporting programmes or for participant recruitment/registration is not poaching.

Where

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**(insert name of organisation)** wishes to recruit a participant from another club/organisation for a specific tournament or competition, it will make direct contact with that participant's club/organisation to seek permission. No representative will talk to the participant, or their parent/guardian/whānau, without permission from the club/organisation they are registered to.

Where a participant who is registered with another club/organisation indicates to

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**(insert name of organisation)** they wish to join, or attend its trainings, tryouts, or other event,

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**(insert name of organisation)** will advise that club/organisation, where possible, but will not limit that participant's ability to attend.

## 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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New Zealand Government

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