



Intimate Relationships Policy

Commitment to Te Tiriti o Waitangi

Ice Speed Skating New Zealand recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

Ice Speed Skating New Zealand is committed to upholding the mana of Te Tiriti o Waitangi and the principles of partnership, protection and participation.

Values

Ice Speed Skating New Zealand 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 Ice Speed Skating New Zealand when performing their duties, in training, at competitions, on tour, or when otherwise involved in its activities. Healthy boundaries are important and need to be respected.

Ice Speed Skating New Zealand 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 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 Ice Speed Skating New Zealand 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 enter intimate relationships with them
- make it clear that coaches and other people in positions of power (e.g., selectors) should not enter an intimate relationship with an individual for whom they are in a position of authority over
- minimise the risk of accusations of bias, favouritism, or prejudice
- ensure that Ice Speed Skating New Zealand provides a safe environment where people are treated with fairness, dignity, and respect
- ensure Ice Speed Skating New Zealand has a clear and practical framework, which identifies any concerns 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 Ice Speed Skating New Zealand's

employees, service providers, volunteers, skaters, and members.

The relationships covered by this policy include:

- past or present intimate relationships
- 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

Coaches and people in positions of authority or power at Ice Speed Skating New Zealand (e.g., selectors) are not allowed to seek, encourage, or enter intimate relationships with young people they are coaching or have authority/power over. Young people means people under 18 years of age.

Coaches and people in positions of authority or power at Ice Speed Skating New Zealand (e.g., selectors) are discouraged from seeking, encouraging, or entering intimate relationships with participants older than 18 who they coach, or have authority/power over. If such relationships do arise, they must be disclosed by the coach to the management committee of Ice Speed Skating New Zealand.

Coaches and people in positions of authority or power at Ice Speed Skating New Zealand (e.g., selectors) are discouraged from entering intimate relationships with parents or caregivers of young people they coach or have authority/power over.

It is not acceptable for coaches to continue to coach someone they are in an intimate relationship with unless Ice Speed Skating New Zealand expressly approves this in writing. Where approval is given for the coach-adult relationship to continue it is likely to be subject to conditions and ongoing obligations to ensure the conflict is managed.

Ice Speed Skating New Zealand 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 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. Ice Speed Skating New Zealand may still need to manage the situation

and should be advised of the termination of any such intimate relationship.

Disclosing intimate relationships

Intimate relationships must be disclosed so Ice Speed Skating New Zealand can assess the impact on the people in the relationship, their roles at Ice Speed Skating New Zealand and other people who work/volunteer at or are associated with Ice Speed Skating New Zealand.

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

- intimate relationships between themselves and a staff member, service provider, volunteer, skater, or member
- intimate relationships between themselves and the parent or caregiver of a participant they currently coach
- intimate relationships between other people who work or volunteer at, or are associated with Ice Speed Skating New Zealand 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 Ice Speed Skating New Zealand. If a person is in doubt about whether a relationship must be disclosed, it should be disclosed.

Disclosure should be made to the General Secretary of Ice Speed Skating New Zealand immediately (or as soon as the conflict, or potential conflict, is identified)

(generalsecretary@icespeedskating.org.nz). 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 President of Ice Speed Skating New Zealand (president@icespeedskating.org.nz).

Information about intimate relationships will only be disclosed to those people within Ice Speed Skating New Zealand who need to know 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 Ice Speed Skating New Zealand must be reminded they need to keep it confidential.

Steps following disclosure

Where an intimate relationship is disclosed or identified, Ice Speed Skating New Zealand may:

- advise the relevant member club committees (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 Ice Speed Skating New Zealand.

There may be situations where the adverse impact cannot be adequately managed and ongoing employment (or association) with Ice Speed Skating New Zealand 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.