



SPORTS' SAFE HAVEN FOR REFUGEES

- ▶ HOW PARENTS ARE EXCLUDING KIDS FROM SPORT
- ▶ 'LOSERS HAVE MEETINGS, WINNERS HAVE PARTIES'

PLUS: ANZSLA LOOKS AT RESPONSIBILITIES AND LIABILITIES SURROUNDING THE TRANSMISSION OF BLOOD-BORNE INFECTIOUS DISEASES IN SPORT | THE COLOURED SHIRT PROGRAM | CHILD SAFE BOOK SERIES | AND MORE ...

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THE EDITOR

As we approach 2017 I thought I would take a look at the number of 'reads' of the magazine since its launch in 2014. All the links to the different versions are tracked so we know how many opens we get, and we should reach over the 50,000 reads mark by the end of the year. Thank you for your support.

In this issue we look at some of the excellent domestic and international work that is creating a safe haven for refugees in sport. Following the successful Diversity and Inclusion in Sport forum, we take an extract from the presentation 'How parents are excluding kids from sport'. Watch out for more articles and videos coming out of the forum in the coming months. Clyde Rathbone also considers the responsibilities of players following the end of the football season in 'Losers have meetings, winners have parties'.

You can spread the message of safe, fair and inclusive sport by sharing this magazine with your friends and colleagues in sport and encouraging them to subscribe to Play by the Rules, joining our 26,000+ subscribers.



Peter Downs
Manager - Play by the Rules

Please 'Like', 'Follow' and 'Subscribe' - a great way to support safe, fair and inclusive sport



AFL EDUCATION PROGRAM HELPS CREATE WELCOMING AND INCLUSIVE ENVIRONMENTS

As part of its commitment to create welcoming and inclusive environments for all people involved in Australian football, the AFL has adopted a specific and consistent approach to a range of social issues.

These issues include:

- alcohol use
- anti-doping
- problem gambling
- illicit drugs
- use of social media
- match-fixing and corruption
- mental health
- respectful relationships
- inclusion and vilification
- concussion.



To underpin its approach, the AFL has developed initiatives in the areas of education, awareness-raising, support services, social responsibilities, research and evaluation, and compliance.

There is also a range of excellent videos on their YouTube channel -

https://www.youtube.com/playlist?list=PLTSXDY2Vo240vhdZ_VCga6Q1BitwBYeDF

THE COLOURED SHIRT PROGRAM

The Coloured Shirt Program aims to increase retention and appreciation of all officials by making beginner or inexperienced officials easily recognisable in green shirts. When officials and umpires are wearing the green shirt it is important to know that they are beginners and as with any learner they may make mistakes. Therefore, the sport community is educated to appreciate this and show them respect and encouragement.

The Coloured Shirt program can be used by any sport, even those without referees or umpires. Golf South Australia CEO Chris Luz-Raymond wanted to use the Coloured Shirt approach to increase respect and promote positive behaviour towards caddies.

He decided to adapt the caddie vests to display the Coloured Shirt program (the next print run will also display the PBTR logo!) and develop a program of education around this. In junior golf, many parents caddie for their children and this program enables education around positive behaviour and respect.

Take a look at this interview with Chris, who talks about how Golf SA adopted the program:

<https://vimeo.com/187582135>



Child SAFE book series - a new approach to child safety

The NSW Office of the Children's Guardian recently launched the SAFE book series and resources, which contain protective messages for children from 2 to 6 years of age. The resources are designed for services providing early childhood education to children in this age range.

The books and resources support the rights of children and promote them having a voice. The resources:

- help children identify the parts of their body that are private
- help them understand their feelings
- encourage them to think about five people who they trust to help them if they feel scared, sad or upset.

While the SAFE resources don't specifically target sport, they are a great model for the development of resources that promote child safety from a child's perspective. There are child books, posters and colouring sheets that children can use to help them understand issues of safety. There is also a series of workshops for providers to help them read and discuss the books with children in a way that is not confrontational and that supports them if they disclose they've been harmed or abused.

How does your sport give children a voice?

For more information on SAFE visit

<http://www.kidsguardian.nsw.gov.au/news-training-and-events/safe-series>



Sports' safe haven for refugees

While international efforts to encourage and facilitate sport for refugees continue to garner profile and praise, small communities around the world are independently having their own significant impact, including many in Australia.

For more than a decade Blacktown Police Citizens Youth Club in Sydney's west has been running a basketball program for African refugees.

In that time, more than 200 children have been part of the program, and some are now playing on the European circuit while others have gained the attention of US talent scouts.

Blacktown resident Mayor Changi developed the program when he moved to Australia from Kenya, primarily to help him continue his love of the game, but also to bring together the western Sydney African community and make it easier for them to relate to their new home.

Meanwhile, despite lacking a permanent home, little in the way of funding and no competition affiliations, Dandenong's Ace Football club in Melbourne's south-east has been offering soccer matches for 30 mainly Afghani girls for more than 18 months.

Having started with just seven, the club has grown to include a multicultural mix, with many of the original seven inviting both Afghan and non-Afghan friends

to join. Coach Ali Reza Hadari said the idea was to provide a comfortable and familiar place for newly arrived Afghan parents to send their daughters so they could play soccer with little cost and in a safe cultural environment, get fit, and connect with the community.

The concepts of comfort and familiarity are two that resonate with Victoria University PhD researcher Tea O'Driscoll, who in 2014 began conducting research with members of the Karen community from Myanmar. O'Driscoll told the Herald-Sun that her research shows that although Karen people had led very active lifestyles in Myanmar, many had stopped playing sports since migrating to Australia.

She said one major reason for this was that structured exercise in Australia looks very different to the casual and incidental nature of the community sports that the Karen are more familiar with. O'Driscoll said the competition base and more organised nature of sport could be 'a bit more daunting' for Karen refugees.

This theme was also highlighted in the Refugee Council of Australia report *A Bridge to a New Culture: Promoting the participation of refugees in sporting activities* (<https://www.refugeecouncil.org.au/r/rpt/2010-Sport-sum.pdf>).

Showcasing another 11 successful case

studies of sports programs for refugees covering surf lifesaving, cricket, tennis and Australian rules among others, the report provides tips for successful programs, noting however that there is no 'one size fits all' approach. One of the key tips is the need for sports deliverers to have a flexible approach, acknowledging that pressures on recently arrived families, practical problems in getting to venues, and different cultural attitudes can inhibit regular attendance.

This has proven one of the important planks of the University of New South Wales' successful 'Football United' drop in clinics, which have now been running for more than a decade, initially in Western Sydney, and have expanded to several cities around Australia including Sydney, Canberra, Adelaide and Mount Gambier.

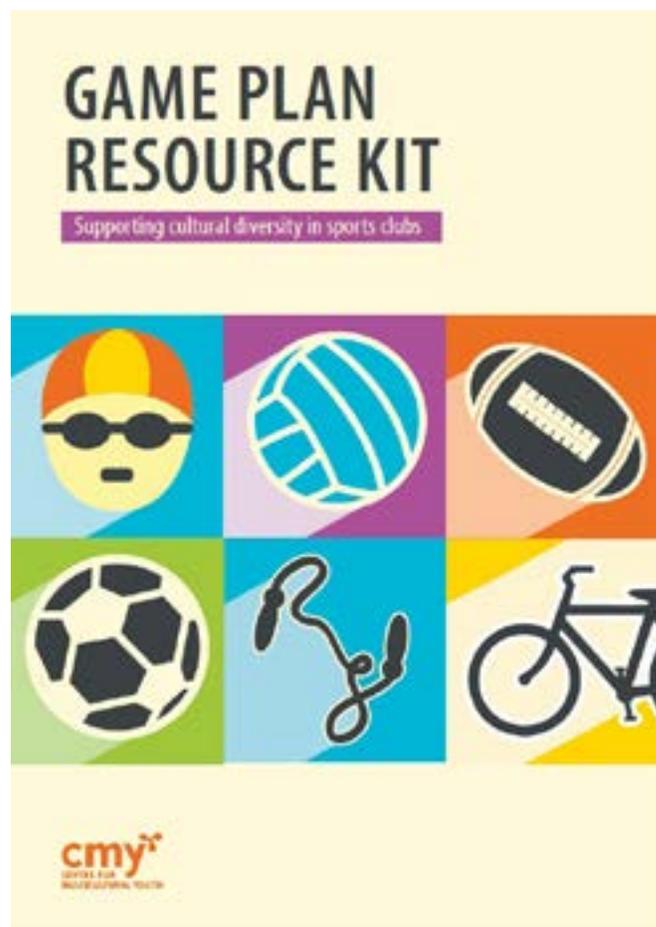
The clinics have recently garnered international attention from the Fare Network in Europe (<http://www.farenet.org/>) which ran a feature article from ABC correspondent Denham Sadler about the program's success as evidenced by a 2012 Australian Research Council study that found the Football United program had helped improve participants' English skills, interactions with peers, engagement with school work, and ability to understand and appreciate cultural differences.

Fare is an international network that increasingly works at a global level, Executive Director Piara Powar says that "Fare is always attentive to best practice examples and initiatives in other regions. The work of Football United caught our interest because of the impact in promoting the social inclusion of migrants and refugees, breaking down barriers and ultimately bringing about a positive change to these communities and society. The reach of their football drop-in clinic program is very impressive as is the entire initiative and that was

why we decided to feature them on our website."

"Over the last years, following Europe's refugee crisis, we have increasingly focused our work in supporting organisations who work with refugees in host countries and help create capacity for them to use football to help include refugees and asylum seekers. Football United's drop-in sessions are very similar to the methodology we see in Europe."

In Australia, the Centre for Multicultural Youth



(CMY) has developed resources to help clubs better prepare to attract the growing numbers of young people from migrant and refugee backgrounds.

'Game Plan' (<http://cmy.net.au/article/game-plan>) is a suite of resources that includes an online overview of some of the barriers such

children face, tailored action plan templates and successful case studies.

The project is one of a number that the CMY is undertaking to connect young people with sport.

Others include the I Speak Football program run by local young Melburnians who lead a series of weekly football sessions to create a sense of unity

registration, uniforms and transport to and from the games.

Other organisations contributing with ongoing programs include not-for-profit organisations Sports Without Borders (<http://www.sportswithoutborders.org/>) and Helping Hoops (<http://www.helpinghoops.com.au/>).

Founder and director of the Football United



and community among young people from different cultural backgrounds across the city. CMY also operates BoySpace (<https://vimeo.com/139654576>), a program chiefly helping 150 young men from Afghanistan to participate in a number of sports, including Australian rules. Program participants are also offered opportunities to gain qualifications and work placements, with some gaining work with the YMCA and the Richmond Football Club.

The Asylum Seeker Resource Centre has had similar success with its soccer program which formed teams to play in the Victorian Amateur Soccer League. Teams are assisted with

drop-in clinics, Anne Bunde-Birouste, cautions clubs against providing on-off events, which she notes in her comprehensive Football United case study (https://www.dss.gov.au/sites/default/files/2-soccer-development-program_0.docx) have their place, but can create additional problems because people participating in them can feel even more isolated than before once the event is over.

Instead, she advocates building a strong support base within communities to ensure the sustainability of programs, which can help refugees to create new social and support networks for themselves that extend beyond the sports field.

How parents are excluding kids from sport

In June this year in a junior NRL game between the Gymea Gorillas and Engadine Dragons, 16-year-old referee Kurt Portsmouth ordered a player to be replaced for kicking out during the game. You can't be sent off in a junior rugby league game, you can only order a player to be replaced.

Then the father of the player ordered to be replaced, 34-year-old Jucy Talua (who was also an official of the club), ran onto the pitch and punched young Kurt in the face. Kurt was taken to hospital for scans as he had been treated for a brain tumour four years previously.



It was the second time young Kurt had featured in the media this season. He was part of a trial in which referees in junior matches would wear Go-Pro cameras during games to protect themselves against abusive parents. This 10-week trial by NSW Rugby League was in response to the loss of one in nine match officials from the game as a direct result of physical abuse and violence.

To his great credit this incident hasn't stopped young Kurt from doing what he loves. As for Mr Talua, he was stood down as an official and banned from rugby league grounds in the Sutherland Shire. He was also issued with a 12-month AVO, keeping him at arm's length for a while.

While this is an extreme incident of poor sideline behaviour from a parent, it is not isolated. Some involve violence but many others involve verbal abuse and poor sideline behaviour generally. And they are not confined to the footy codes. There is no sport that is immune from this.

If we are to address bystander behaviour at junior sport we have to first understand what causes it. Common causes cited include: parents reliving their sporting youth vicariously through their children; the influence of media and promotion of winning over participation; and the amazing importance of sport to many families and how much it is tied to self-determination and self-worth. Unfortunately, there is precious little research in this area.

What we do know from research is that:

- parents are the most important influencers in junior sport;
- parents emphasise winning over participation;
- verbal aggression is associated with children's lower self-esteem and self-efficacy; and
- perceived parental pressure is linked to burnout and sport discontinuation.

Sam Elliot and colleagues at Flinders University conducted a study a few years ago into parents' self-perceived involvement in junior Australian rules football.

A most interesting, if disturbing, result of this research was that many parents felt that different tiers of negative verbal reinforcement were socially acceptable – that verbal abuse is a 'great Australian trait' or 'part of football culture'.

How did we get to the place where people think this is acceptable? In some cases this is justifying child abuse, yet this attitude towards aggression is so engrained in our culture that many of us seem to think it is okay.

So what is being done about this? There have been some good programs and initiatives in this area in recent times. You have the excellent [Sports Rage program](#) developed by the NSW Department of Sport and Recreation.

There have been a number of 'silence on the sidelines' initiatives across the country. In May this year one of the country's largest sporting clubs,

Sydney's North Shore Football Association, with 1,200 teams and 17,000 members, participated in a Silence on the Sidelines weekend. Reporter Penny Timms covered the initiative for the ABC.



<http://play-by-the-rules.s3.amazonaws.com/20160527-rnam06-silentsoccer.mp3>

We have some excellent codes and policies that are designed to protect and manage poor sideline behaviour, and there are campaigns such as 'respect' and 'fair enough' that do promote the right kind of messages. On the whole sport understands the importance of these.

But most of all I think we need to start listening to the voices of kids themselves. We need to hear from them and understand the impact poor sideline behaviour has on them – not only on their participation in sport but also their lives. If we can see this impact then maybe we'll understand that this type of behaviour is unacceptable and has no place in sport.

In early 2017, Play by the Rules will launch the Let Kids Be Kids campaign. A host of sports stars will come together to talk about sideline behaviour and the impact on kids, with the simple message 'let kids be kids'. Most powerful of all though will be the voices of the kids. This, I think, is what we need to listen to most.

An adapted extract from the presentation of Peter Downs at the Diversity and Inclusion Forum, October 2016.

"Losers have meetings, winners have parties"

It was the tweet Queensland prop Josh McGuire posted in the wake of the 2016 Origin series. Queensland we're partying, and rightly so. A tremendous amount of hard work and sacrifice is required to win coveted trophies in sport, and Mad Monday celebrations have become synonymous with these celebrations.

And though it is important to commemorate collective achievements while bringing the curtain down on another season, it's equally important to remain cognisant of the values we want sport to represent.

Too often in recent years, post-season revelry has brought sport into disrepute and embarrassed individuals and clubs. The fact is that a tremendous amount of goodwill can be undermined by a single act of misjudgement. This has never been more true than during the post internet social media age.

How do clubs find a way to encourage players to let down their hair and enjoy the company of their teammates without overstepping the mark?

The best approach is for management teams to include senior players in preparing for post-season celebrations. Younger players tend to take their cue from the older heads in a team, so when senior players understand and commit to certain behaviour standards there's much less chance of problems arising. This requires that players understand exactly what is at stake whenever they are in public.

The Storm's Cameron Smith highlighted the impact senior players can have when he stated the following in the lead-up to this season's Mad Monday celebrations:

'At the end of the day players have a position in our game to uphold and i hope they will do that accordingly.'

During the annual induction camp hosted by the Rugby Union Players Association, experts are called upon to explain the new landscape in which professional players operate. Every smart phone is equipped with a camera, and most people are now on social media. This means that any indiscretion can now be captured and broadcast to an online audience of millions in a matter of seconds.

In this new environment neither the stakes nor the responsibility on players has ever been higher. At an individual level irrevocable damage can be done to a playing career, as is evidenced by individuals such as Todd Carney and Ben Cousins.

And clubs can incur huge financial losses when sponsors withdraw support following an incident. Which isn't to suggest these problems are confined to professional sport. Players can damage their reputations and represent their clubs and communities in a negative light just as easily at the amateur levels of the game.

Because alcohol, and to a lesser extent illicit drugs, underpins nearly every sporting scandal, many of these issues can be avoided when clubs build a culture that rejects binge drinking.

I've seen this evolution first hand. When I first joined the Brumbies way back in 2002 it was not uncommon for players to go out for midweek drinks followed by near mandatory post-game drinking binges. This isn't a slight on the Brumbies, but rather a reflection of the way teams that had just entered into so-called professionalism conducted themselves.

By the time I retired in 2014 this drinking culture had long since left the Brumbies. I've often said that the Brumbies team of old consumed more beers in a week than the current team does in a year. And there can be no doubt that this is a positive change for a host of reasons.

For one it enables players to properly recover from training and playing and to prepare their bodies in a way befitting highly paid professionals. It also encourages players to develop healthy habits which they can take into their post-rugby life. Most of us probably know more than a few team-mates who have struggled with drug and alcohol issues in retirement, and it's encouraging that this seems to be less of a problem nowadays.

It's worth keeping in mind that these changes only occur because of strong leadership. Coaches, managers and players all need to buy into the kind of changes that create better lives for the people involved in sport. It is also worth remembering that these changes start with each of us – that by simply making a decision to be better we can influence those around us in massively positive ways.



Clyde Rathbone
www.clyderathbone.com

RESPONSIBILITIES AND LIABILITIES SURROUNDING THE TRANSMISSION OF BLOOD-BORNE INFECTIOUS DISEASES IN SPORT

Three blood-borne pathogens – human immunodeficiency virus (HIV), hepatitis B virus (HBV) and hepatitis C virus (HCV) – present the greatest concern to sporting participants for potential transmission during competition. From a legal perspective, these diseases produce multiple issues, which include but are not limited to, confidentiality, restraint of trade, anti-discrimination law, breach of contract, and liability for injury.

There is a theoretical risk of blood-borne infections being transmitted during sports from the bleeding or skin abrasions and wounds of an infected athlete to other athletes. Combative sports, such as boxing, karate, or mixed martial arts, represent the sports with the uppermost notional risk because of the higher rates of bleeding injuries and the potential for prolonged close body contact.

However, there are no documented, confirmed reports of HIV transmission during sport. For example, a study in the United States concluded that the risk for transmission of HIV during National Football League matches was calculated to be less than one per 85 million game contacts¹. Eminent Australian immunologist Professor John Dwyer has estimated the chances of a HIV infection during sport are one in 125 million.²

State and Commonwealth anti-discrimination legislation prohibits discrimination against a person on the basis of their impairment or disability; this extends to sporting and club membership.

Section 28(1) of the Disability Discrimination Act 1992 (Cth) ('the Act') establishes that it '... is unlawful for a person to discriminate against another person on the ground of the other person's disability by excluding that other person from a sporting activity'. 'Disability' is defined in the Act at s 4(1) to include the presence in the body of organisms causing or capable of causing disease or illness. However, where the person's disability is a disease, discrimination is not unlawful if, '... is reasonably necessary to protect public health': see s 48 of the Act.

Whilst divulging the status of a blood-borne disease is not a requirement under the law, there may be circumstances when a sporting competitor may consider informing a relevant person of their condition. People are entitled to have this information remain confidential (see ss 6FA and 13 of the Privacy Act 1988 (Cth)), and other people are not entitled to access such information without the consent of the person in question: s 16B of the Privacy Act 1988 (Cth).

In the seminal Victorian case of *Hall v Victorian Amateur Football Association*³, Hall, a HIV positive footballer in good health, who was refused registration by the Victorian Amateur Football Association (VAFA) after his condition was reported to the league with his consent, alleged direct discrimination pursuant to s 65 of the Equal Opportunity Act 1995 (Vic). Section 65 provided, inter alia, that a person must not discriminate against another person by excluding the other person from participating in a sporting activity⁴.

In sum, the Victorian Civil and Administrative Tribunal (VCAT) held that the risk to other players by Hall was 'so low'⁵ that it was unreasonable not to register him, finding prima facie that he had been discriminated against.



The VCAT, importantly, recommended that VAFA adhere to its own infectious diseases policy, adopting the propositions of the Sports Medicine Australia policy, which since 1997 has provided recommendations which may reduce the risk of transmitting infectious diseases, as well as advocating an obligation upon sporting organisations to provide suitable, up-to-date information on the associated risks and prevention strategies against blood-borne diseases. The Sports Medicine Australia policy does not just contain information regarding participants, but also for game officials, sports physicians and other sports medical staff, coaches and family members.

It is recommended that all sporting associations, from NSOs to grassroots club level, have an infectious disease policy based upon the Sports Medicine Australia policy. Further, sporting organisations must have some general awareness of the legislative provisions regarding confidentiality of a person's medical condition, restraint of trade issues, anti-discrimination law, breach of contract, and liability for injury, in relation to blood-borne diseases.

NATHAN DEAKES

LLM candidate at the University of Melbourne; B.Comm, LLB (Hons) (UC); GradDipLegPrac (ANU); Judicial Associate to the Honourable Justice Refshauge, Supreme Court of the Australian Capital Territory.

¹ Brown, LS Jr, Drotman, DP, Chu, A, Brown CL Jr and Knowlan D. 'Bleeding injuries in professional football: estimating the risk for HIV transmission' (1995), 122(4), *Annals of Internal Medicine*, 273, 273–4.

² Sports Medicine Australia, 'Blood Rules, OK' < http://sma.org.au/wp-content/uploads/2009/10/Blood_rulesOK-booklet.pdf

³ (1999) EOC ¶92–997.

⁴ Now s 71 of the Equal Opportunity Act 2010 (Vic).

⁵ (1999) EOC ¶92–997, 79, 369.

PERSPECTIVES

OVERCOMING 'APART-HOOD' IN THE LIVES OF OUR KIDS



On 14 September, ABC's Life Matters program with Ellen Fanning profiled the ongoing challenges many kids with disabilities face in accessing regular sporting programs.

Kids love going to the park and playing sport. But too often kids with disabilities sit on the sidelines watching others play, because playgrounds and sports aren't designed to include them. In this excellent broadcast Fanning profiles two local not-for-profit Sydney-based programs – Touched by Olivia and the Soccajoey's Foundation – that are doing some innovative and thoughtful work to promote inclusion for young people with disability by building inclusive playgrounds and sports teams.

You can listen to the broadcast and download the audio at:

<http://www.abc.net.au/radionational/programs/lifematters/overcoming-“apart-hood”-in-the-lives-of-our-kids/7842896>

ONLINE COURSE UPDATE

Complaint handling - what about less serious breaches?

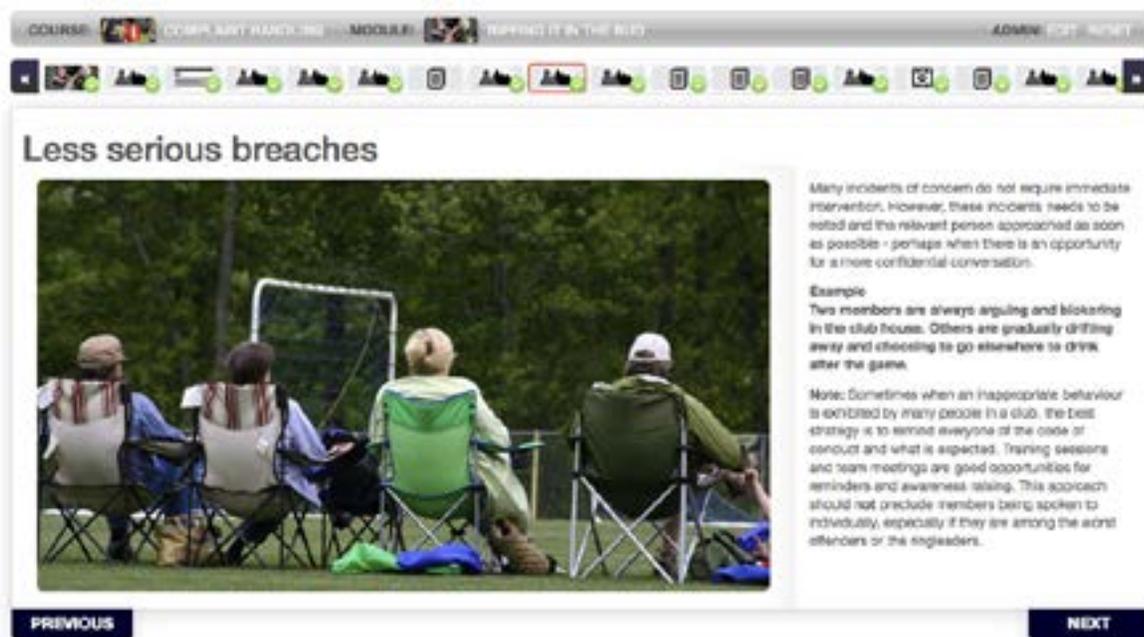
Many incidents of concern do not require immediate intervention. However, these incidents need to be noted and the relevant person approached as soon as possible, perhaps when there is an opportunity for a more confidential conversation.

Example:

Two members are always arguing and bickering in the club house. Others are gradually drifting away and choosing to go elsewhere to drink after the game.

Note: Sometimes when an inappropriate behaviour is exhibited by many people in a club, the best strategy is to remind everyone of the code of conduct and what is expected. Training sessions and team meetings are good opportunities for reminders and awareness raising. This approach should not preclude members from being spoken to individually, especially if they are among the worst offenders or the ringleaders.

To access the free online complaint handling course go to <http://learning.ausport.gov.au>



The screenshot shows a web browser window displaying an online course page. The browser's address bar shows the URL <http://learning.ausport.gov.au>. The page title is "Less serious breaches". Below the title is a photograph of four people sitting in folding chairs on a grassy field, looking towards a soccer goal. To the right of the photo is a text box containing the following content:

Many incidents of concern do not require immediate intervention. However, these incidents need to be noted and the relevant person approached as soon as possible - perhaps when there is an opportunity for a more confidential conversation.

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At the bottom of the page, there are two buttons: "PREVIOUS" on the left and "NEXT" on the right.

RESOURCE PROFILE

Interactive Scenarios

Play by the Rules has developed short interactive scenarios on topical issues and challenges occurring in sport. These scenarios let you explore your understanding and beliefs about issues, and provide practical tips about inclusive, safe and fair sports practices and procedures.

The scenarios include:

- Disability inclusion
- Girls playing in boys' teams
- Homophobia and sexuality discrimination
- Overtraining or suspicion of harm
- Pregnancy and participation
- Religious inclusion
- Restricted access (sex discrimination)
- Sexual harassment
- Team selection (junior sport)
- Verbally abusive coach.

To access the interactive scenarios go to: <http://www.playbytherules.net.au/interactive-scenarios>

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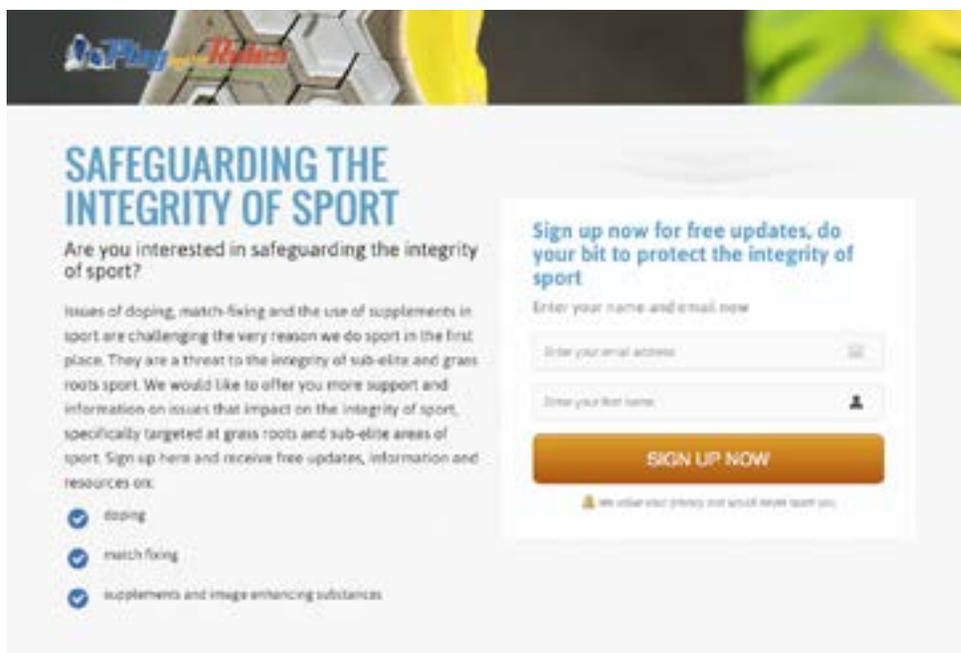
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If you are particularly interested in issues such as match-fixing, online betting, doping and the use of supplements in sport then you can also sign on here for updates - <http://pbtr.com.au/safeguarding>



SAFEGUARDING THE INTEGRITY OF SPORT

Are you interested in safeguarding the integrity of sport?

Issues of doping, match-fixing and the use of supplements in sport are challenging the very reason we do sport in the first place. They are a threat to the integrity of sub-elite and grass roots sport. We would like to offer you more support and information on issues that impact on the integrity of sport, specifically targeted at grass roots and sub-elite areas of sport. Sign up here and receive free updates, information and resources on:

- doping
- match fixing
- supplements and image enhancing substances

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BACK PAGE

Our partners

Did you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.



Back Issues

You can access each back issue for this magazine by visiting [this page](#) on the Play by the Rules website. All the feature articles and significant news items are listed here so you can access the resources that interest you.

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One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media ...



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