



How to Officiate Safely at Events:

- Ensure you have read and understand the Triathlon NZ Member Protection Manual and promote its existence to others.
- Be vigilant and do not tolerate harassment in any form at the event (definitions and examples under [Section 5. Definitions](#))
- Become familiar with who the event has assigned as the person to approach regarding raising a concern of anyone's safety. Ensure you know how to reach this person prior, throughout and post the event.
- Ensure you are briefed by the TD/or if you are the TD brief your technical officials of what harassment is, the forms it can take and be vigilant throughout the event if they suspect or see it, and not to be afraid to raise a concern.
- If any individual has been subjected to/ witnessed/or suspects harassment in any form is taking place, Triathlon NZ urges them to make the steps they deem appropriate through our Complaints process (please refer to [Section 8. Complaints Process](#))

Good Practice Guidelines working with Children/Young People:

For full Good Practice Guidelines, please refer to [Section 6. Child Protection](#) in the Triathlon NZ Member Protection Manual.

- Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development.
- Never take, or are in the presence of, children/young people in secluded places where they will be alone, irrespective of gender.
- Never deliberately reduce a child/young person to tears as a form of control.
- Never use inappropriate language or allow other children to use inappropriate language unchallenged (e.g. swearing, name calling/put downs, sarcasm, innuendo, sexualised connotations, culturally or racially offensive comments).
- Never deliberately do something to make someone feel diminished or embarrassed.
- Never yell or shout at athletes as a reprimand or in response to anger.
- Never make sexually suggestive comments or actions to, or in the vicinity of a child/young person, even in fun.
- Never engage in, or allow unchallenged, any form of abuse or sexual harassment as described in this Policy Manual.