

Judo Australia: 2025 Integrity Update

Foreword

Integrity is the cornerstone of Judo Australia's mission to promote a safe, inclusive, and respectful sporting environment for all participants. As members of our community, it is your responsibility to uphold the highest standards of conduct to ensure the safety and well-being of everyone involved in the sport, particularly children and young people.

This update is designed to provide practical guidance to states, clubs, and members to mitigate risks, comply with national policies and legislation, and foster a culture of integrity.

STAYING SAFE

YOUR SAFETY IS OUR FIRST CONCERN.

If you are in Australia and in immediate danger or at risk of harm, call your local law enforcement agency or dial triple zero (000).

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Why Integrity Matters

Judo Australia is committed to creating a sport environment free from harm, discrimination, and misconduct. By aligning with federal and state legislation, as well as national policies, we ensure that our sport remains a space where participants can thrive both physically and emotionally. Child safeguarding is a core focus of this commitment, as we work to protect our members from harm.

Section 1: National Policy and Legislation Alignment

Key Policies and Legislation

Judo Australia members must adhere to the following key policies, legislation and guidance:

1. **National Principles for Child Safe Organisations:** Developed by the Australian Human Rights Commission, these principles provide a framework to ensure child safety in sport.
2. **Sport Integrity Australia National Integrity Framework:** This includes policies on:
 - Safeguarding Children and Young People
 - Member Protection
 - Anti-Doping
 - Competition Manipulation and Sports Gambling
 - Complaints, Disputes and Discipline
 - Improper Use of Drugs and Medicine
3. **State and Territory Legislation:** Each state has specific child protection laws that must be followed. Familiarise yourself with working with children checks, mandatory reporting, and other obligations in your region.
4. **eSafety Commissioner Guidance:** The eSafety Sport Hub offers tailored advice and resources to recognise and deal with online abuse in sport, including cyberbullying, image-based abuse, and illegal or restricted content. For more, visit [eSafety Sport Hub](#).

Section 2: Mitigating Risks at Club and State Levels

Practical Steps for Clubs

1. **Implement a Child Safeguarding Policy**
 - Ensure your club's policy aligns with the Judo Australia's Safeguarding Children and Young People Policy.

- Regularly update policies to reflect changes in legislation or best practices.
- 2. **Conduct Regular Training**
 - Ensure all staff, coaches, and volunteers complete child safeguarding and education training.
 - Schedule training updates and process refreshers annually and around tours, camps, events, or competitions.
- 3. **Screen Staff and Volunteers**
 - Conduct thorough background checks, including Working with Children Checks and National Police Checks.
- 4. **Create a Safe Physical and Online Environment**
 - Establish clear boundaries between adults and children.
 - Establish clear processes and practices for coaches and staff when dealing with children and young people such as those outlined in Children and Young People Safe Practices Do's & Don'ts (Appendix).
- 5. **Handle Complaints Effectively**
 - Develop a clear process for receiving and managing complaints.
 - Maintain confidentiality and act promptly to address concerns.
 - Understand when mandatory reporting is required (flowchart in Appendix).

Section 3: Education and Resources

Free education and resources available from Sport Integrity Australia

Sport Integrity Australia provides a wide range of resources to support clubs and individuals:

1. **Webinars**
 - All webinars are free, accessible online and delivered by subject matter experts via Microsoft Team
 - Previous webinars are made available via the Sport Integrity Australia website.
 - Upcoming webinars include:
 - *Managing High Risk Activities* – February 11, 2025
 - *Practical Implementation of the Child Safe Principles in Sport* – March 13, 2025
 - *I'm a Grassroots Coach, what's my role in Integrity* – April 8, 2025
 - *Sport Integrity 101 for Community Club Volunteers* – May 15, 2025
 - *Handling Member Protection Concerns* – June 5, 2025
2. **Resources**
 - Factsheets and checklists
 - Posters and guides for clubs to display
 - Social media tiles
3. **E-Learning Hub**

- Free courses for coaches, athletes, and volunteers covering integrity-related topics.

Visit www.sportintegrity.gov.au for more information.

Judo Australia's Education Plan

Aligned with the Sport Integrity Australia guidelines, the Judo Australia Education Plan outlines required and recommended education for athletes, coaches and support personnel, and administrators and volunteers. Eligibility may be affected should requirements not be met.

1. Athlete Required and Recommended Education

		ATHLETES				
		Testing Pool & Judo Australia Categorised Athletes	International	National	State	Schools & Club
ANTI-DOPING COURSES	Anti-Doping Fundamentals	Managed by CombatAUS Education Plan	REQUIRED	REQUIRED	RECOMMENDED	
	Annual Update		REQUIRED	REQUIRED	RECOMMENDED	
	Clean Sport 101					RECOMMENDED
	Whereabouts					
	Decision Making in Sport					
INTEGRITY COURSES	National Integrity Framework					
	Safeguarding Children and Young People in Sport Induction		REQUIRED	REQUIRED	REQUIRED	RECOMMENDED
	Competition Manipulation & Sports Gambling		RECOMMENDED	RECOMMENDED		
	Introduction to Illicit Drugs in Sport		REQUIRED	REQUIRED		

2. Coach and Support Personnel Required and Recommended Education

		COACHES			SUPPORT PERSONNEL		
		International & National	State & Pathway	Club Level	International & National	State & Pathway	Club Level
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Annual Update	REQUIRED	RECOMMENDED		REQUIRED	RECOMMENDED	
	Clean Sport 101						
	Whereabouts	REQUIRED (If coaching RTP Athletes)					
	Coaches Course	REQUIRED	REQUIRED	RECOMMENDED			
	Medical Practitioners Course				REQUIRED (Doctors Only)	REQUIRED (Doctors Only)	
INTEGRITY COURSES	National Integrity Framework	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED
	Safeguarding Children and Young People in Sport Induction	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED
	Competition Manipulation & Sports Gambling	RECOMMENDED	RECOMMENDED				
	Introduction to Illicit Drugs in Sport	RECOMMENDED	RECOMMENDED		RECOMMENDED		

3. Administrator and Volunteer Required and Recommended Education

		ADMINISTRATORS			VOLUNTEERS
		National Sporting Organisation	State Sporting Organisations	Club Level	All Levels
		NSO Board & Staff	SSO Board & Staff	Club Board & Staff	All Volunteers
ANTI-DOPING COURSES	Anti-Doping Fundamentals	REQUIRED	RECOMMENDED	RECOMMENDED	
	Annual Update	REQUIRED	RECOMMENDED		
	Clean Sport 101				
	Whereabouts				
	Coaches Course				
	Parents' Guide to Clean Sport				RECOMMENDED
INTEGRITY COURSES	National Integrity Framework	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED
	Safeguarding Children and Young People in Sport Induction	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED
	Competition Manipulation & Sports Gambling	RECOMMENDED	RECOMMENDED		
	Introduction to Illicit Drugs in Sport	RECOMMENDED	RECOMMENDED		

Section 4: Reporting and Support

Where to Go for Help

If you need advice, support, or wish to report a concern, the following resources are available:

Sport Integrity Australia

Website: sportintegrity.gov.au

Phone: 1300 027 232

Email: info@sportintegrity.gov.au

eSafety Commissioner

Website: esafety.gov.au

Resources and reporting tools for online abuse and cyber safety.

Safe Sport Hotline

Phone: 1800 161 361

Available 7 AM–7 PM, 365 days a year.

Judo Australia Integrity

Name: Bronwen Knox, National Integrity Manager

Email: integrity@ausjudo.com.au

Phone: 0483 232 210

Lifeline (24/7 Support)

Phone: 13 11 14

Website: www.lifeline.org.au

Child Protection Reporting Information



Safeguarding
in Sport



Child Protection REPORTING INFORMATION

Protecting Australia's children and young people is everybody's business. If you suspect a child or young person is at risk of harm, abuse or neglect you can contact your relevant state or territory child protection agency.

NSW

Child Protection Helpline 132 111

[Reporting a Child at Risk](#)

[Mandatory Reporters](#)

Office of the Children's Guardian
(02) 8218 3777

[Working with Children Check](#)

OLD

Call the relevant [Regional Intake Services](#)

After hours 1800 177 135

[Reporting Child Abuse](#)

[Mandatory Reporters](#)

[Failure to Report Offence](#)

Queensland Government Blue Card Services
(07) 3211 6999

[Blue Card Services](#)

WA

Central Intake: 1800 273 889

[Reporting Your Concern](#)

[Mandatory Reporters](#)

Western Australia Government Department of Communities
1800 888 878

[Working with Children Check Website Western Australia](#)
checkouerv@communitieswa.gov.au

TAS

Advice and Referral Line 1800 000 123

[Strong Families Safe Kids](#)

[Child Protection Notification Form](#)

[Mandatory Reporters](#)

[Reportable Conduct Scheme](#)

Service Tasmania

1300 654 489

[Apply for registration to work with vulnerable people](#)

ACT

Make a Child Concern Report: 1300 556 729

[Report Child Abuse or Neglect](#)

[Online Child Concern Report](#)

[Mandatory Reporters](#)

[Failure to Report Offence](#)

Access Canberra

13 22 81

[Working with vulnerable people \(WWVP\) registration](#)

www.act.gov.au

VIC

Call the relevant [Child Protection Contact](#)

After hours: 13 12 78

[Reporting Child Abuse](#)

[Mandatory Reporters](#)

[Failure to Disclose Offence](#)

Working with Children Check Victoria

1300 652 878

[Working with Children in Victoria](#)

SA

Child Abuse Report Line: 131 478

[Reporting Child Abuse](#)

[Mandated Notifiers](#)

South Australia Government

1300 321 592

[Working with Children Checks](#)

DHSScreeningUnit@sa.gov.au

NT

Child Abuse Hotline: 1800 700 250

[Report Child Abuse](#)

Northern Territory Government Ochre Card

1800 723 368

[Working with children clearance](#)

safent.police@pfes.nt.gov.au

How to raise a concern

Everyone from athletes, officials, parents, support personnel, administrators and supporters play a role in protecting the integrity of our sport. Judo Australia works with Sport Integrity Australia to coordinate and manage complaints and reports. Complaints received will be evaluated and either managed by Judo Australia, referred to Sport Integrity Australia or an appropriate external agency, or passed back to the complainant with suggested pathways for them to pursue where the Complaint is out of scope.

If you see or hear something that doesn't seem right, say something!

YOU CAN LODGE A REPORT OR COMPLAINT

VIA EMAIL integrity@ausjudo.com.au

Who manages the complaint?

If the Complaint is about Child Safeguarding or Discrimination, you can make the Complaint to Sport Integrity Australia. You can lodge a Child Safeguarding or Discrimination complaint to Sport Integrity Australia by completing the [online form](#) or by calling 1300 027 232.

All other integrity complaints should be submitted to and will be managed Judo Australia.

Issues to Report to Sport Integrity Australia

Anything that may constitute Prohibited Conduct under the **Child Safeguarding policy**, or that may constitute **discrimination** based on a protected characteristic, should be reported to Sport Integrity Australia.

This includes conduct such as:

- Misconduct with a Child
- Sexual behaviour with or around a child
- Shaming, humiliating, intimidating or belittling a child
- Causing a child physical pain or discomfort
- Supplying of drugs or alcohol to a child
- Discrimination based on:
 - race or ethnicity
 - age
 - disability
 - sex or sexual orientation
 - religion
- Doping (managed under the sport's Anti-Doping Policy)

You can also report any prohibited conduct under the Member Protection policy, if it involves a child.

To report Prohibited Conduct, visit [Making an Integrity Complaint or Report](#).

Issues to Report to your sport

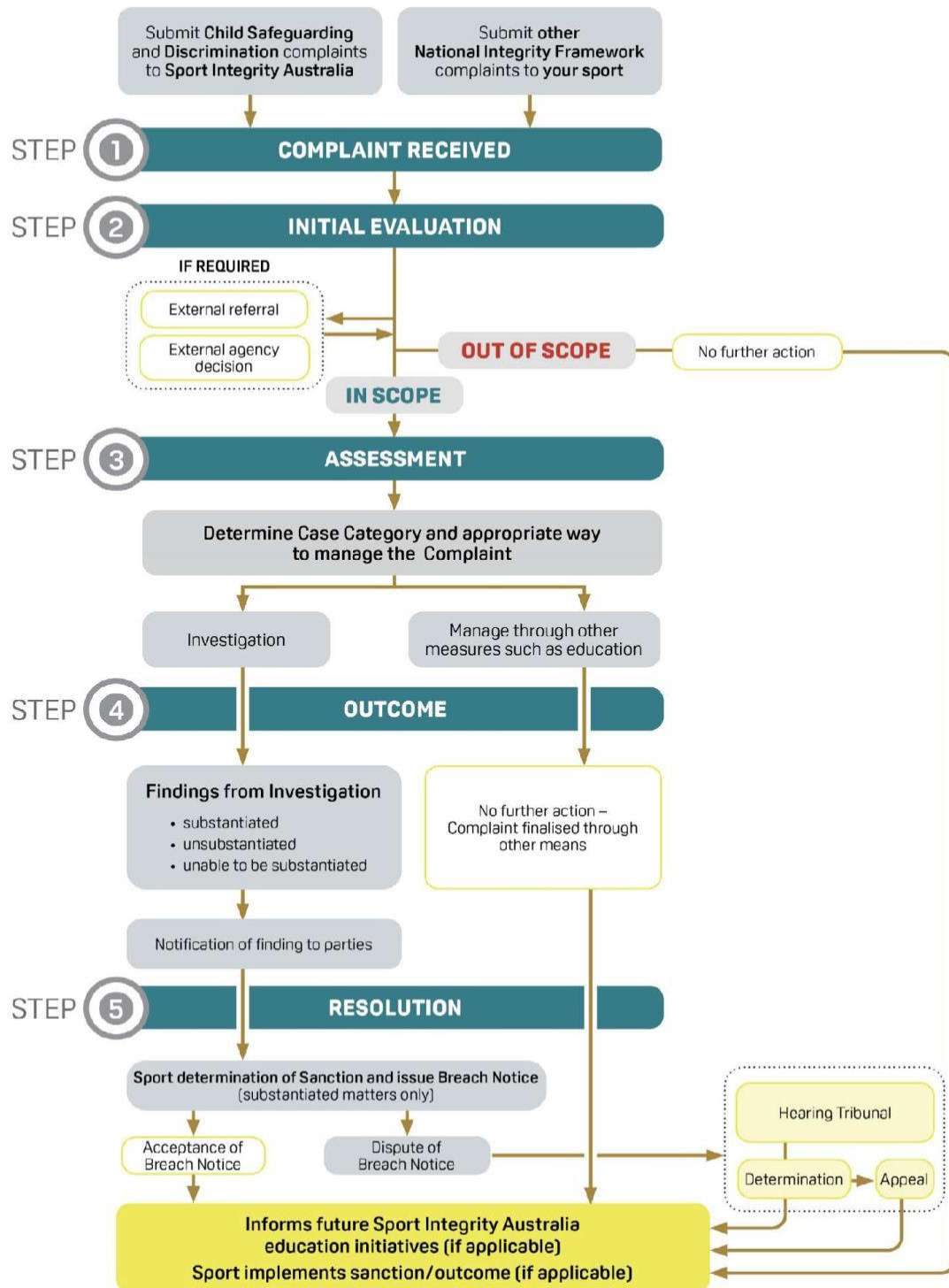
Your sport will manage complaints on all other National Integrity Framework matters, as well as continuing to manage complaints on non-NIF issues.

This includes conduct such as:

- Abuse
- Bullying
- Harassment
- Victimisation
- Sexual Misconduct
- Match, race or competition fixing and other types of Competition Manipulation
- Supplying inside information for the purposes of gambling
- Betting by members on their own sport
- Unlawful use of over the counter or prescription drugs
- Inappropriate use or provision of supplements
- Use, possession or trafficking of illegal drugs
- Concealing information about Prohibited Conduct
- Selection and eligibility disputes
- Competition Rules disputes
- Code of Conduct breaches
- Social Media Policy breaches
- Governance misconduct
- Employment disputes
- Complaints that are solely a Personal Grievance
- Whistleblower disclosures
- Any conduct that occurred before your sports commencement date
- Any other policies that your sport has

To report any of the above, contact your sport.

Complaint Management Process



Disclaimer: This fact sheet does not replace the National Integrity Framework Complaints, Disputes and Discipline Policy. The Policy applies and overrules this fact sheet in any instance.

WWW.SPORTINTEGRITY.GOV.AU

Appendix

National Principles for Child Safe Organisations



Child Safe Organisations National Principles

- 1** Child safety and wellbeing is embedded in organisational leadership, governance and culture.
- 2** Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
- 3** Families and communities are informed, and involved in promoting child safety and wellbeing.
- 4** Equity is upheld and diverse needs respected in policy and practice.
- 5** People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
- 6** Processes to respond to complaints and concerns are child focused.
- 7** Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
- 8** Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
- 9** Implementation of the national child safe principles is regularly reviewed and improved.
- 10** Policies and procedures document how the organisation is safe for children and young people.

For information and resources, go to <https://childsafe.humanrights.gov.au>

Safeguarding Resources for Clubs

To assist clubs in ensuring child safeguarding measures are in place, the following checklists and factsheets are available:

1. [Children and Young People Safe Practices Do's & Don'ts \[PDF\]](#)
Practical guidance on appropriate and inappropriate behaviours when interacting with young participants.
2. [Recruitment/Screening Checklist \[PDF\]](#)
Ensures thorough vetting of staff and volunteers in child-related positions.
3. [Induction of New Volunteers & Staff Checklist \[PDF\]](#)
Supports comprehensive inductions for new personnel, emphasizing safeguarding policies.
4. [Overnight/Extended Stays Travel Checklist \[PDF\]](#)
Guidance for planning and conducting overnight trips to ensure participant safety.
5. [Day Trips & Competitions Checklist \[PDF\]](#)
Helps organise day trips and competitions with a focus on safeguarding.
6. [Events Held in Public Areas Checklist \[PDF\]](#)
Provides considerations for hosting events in public spaces to protect young participants.
7. [Communicating Online/Electronically with Children & Young People Booklet \[PDF\]](#)
Guidelines for maintaining safe and professional online communication.
8. [Photography/Filming of Children & Young People in Sport Booklet \[PDF\]](#)
Best practices for capturing and using images of young athletes.
9. [Keeping Change Room Facilities Safe for Children and Young People \[PDF\]](#)
Ensures safe and secure changing facilities for young participants.
10. [Screen Your Team For Safe Sport \[PDF\]](#)
Emphasises the importance of screening processes for a safe sporting environment.
11. [Reporting and Responding to a Breach of Safeguarding Children and Young People Policy Flowchart \[PDF\]](#)
Assists in understanding who the breach should be reported to and incorporates mandatory requirements as set out by legislation.
12. [Child Protection Reporting / State and Territory WWCC Factsheet \[PDF\]](#)

These resources and more are available for download on the Sport Integrity Australia website under the [Resources section](#). For more information, visit sportintegrity.gov.au/resources.

Commitment to Continuous Improvement

Judo Australia is dedicated to continuously improving its integrity measures. Your feedback is vital in helping us refine our approach. Together, we can build a culture of integrity that protects and empowers every participant in our sport.

Stay Up to Date

Keep up to date with all that is happening in sport integrity by following Sport Integrity Australia on [Facebook](#), [X](#), [Twitter](#), [Instagram](#) and [LinkedIn](#) or listen to [On Side](#), the official podcast of Sport Integrity Australia.

You can also download the Sport Integrity App, which are available for free download from the Apple App Store and Google Play.

Together, we can build a culture of integrity that protects and empowers every participant in our sport.

For further assistance, contact Judo Australia (integrity@ausjudo.com.au) or visit <https://www.ausjudo.com.au/>