

Complaints and Dispute Resolution Policy



Our commitment to you

We're committed to ensuring any complaints and disclosures you make are handled and resolved in a fair, timely and appropriate manner.

We do this by:

- taking all integrity complaints and disclosures seriously
- dealing with each complaint objectively and impartially, and treating you fairly and with respect
- having a clear process for you to make a complaint or disclosure
- making sure our complaints and resolution process is age appropriate and culturally responsive
- making sure your privacy rights are protected and any personal information you share meets our privacy policy
- providing adequate support, direction and resources to facilitate the fair, timely and effective resolution of integrity complaints and disclosures.

This policy provides more detailed information about how we manage and resolve complaints and disclosures at Weightlifting NZ and what happens when you make a complaint or if a complaint is made about you.

Who you can speak to

If you are concerned about behaviour you see or experience you can make a complaint or disclosure under this policy either to:

- Anne Haw
- Sport Integrity Commission – sportintegrity.nz/making-a-complaint

Introduction

1. Everyone at Weightlifting NZ has the right to:
 - a. take part in sport and recreation
 - b. be safe, respected and treated fairly, equitably and with dignity
 - c. participate in activities and environments that are free from harmful behaviour, cheating and corruption.
2. This policy supports this by providing a fair and effective process to raise and resolve integrity issues.

What this policy does

3. This policy sets out how complaints and disclosures are handled by Weightlifting NZ. The policy:
 - a. sets out how to make a complaint or disclosure
 - b. ensures complaints and disclosures are handled in a timely, fair and appropriate way
 - c. help people to resolve integrity concerns on their own where appropriate
 - d. set out the role of the Sport Integrity Commission Te Kahu Raunui (the Commission) and the Sports Tribunal of New Zealand in relation to integrity complaints and disclosures
 - e. gives effect to Weightlifting NZ's obligations under the Code of Integrity in Sport and Recreation (the Integrity Code) in relation to dispute resolution.
4. The definitions relevant to this policy are listed at Appendix 1.

Who this policy applies to

5. This policy applies to the members, staff, volunteers and contractors of Weightlifting NZ as well as all participants involved in Olympic Weightlifting activities, events and competitions that we are responsible for.
6. We are committed to ensuring that all our members, staff, volunteers, contractors and participants are aware of and understand this policy and all related policies and processes.

When this policy applies

7. This policy applies to any complaints or disclosures that:
 - a. may constitute a breach of the Integrity Code and Weightlifting NZ's policies giving effect to our obligations under the Integrity Code

- b. arise in participating in, or performing any roles or responsibilities in relation to, Weightlifting NZ or Olympic Weightlifting we are responsible for, including, but not limited to:
 - i. participating in Olympic Weightlifting
 - ii. relationships that are connected to Weightlifting NZ or Olympic Weightlifting complaints made about Weightlifting NZ including about our staff, volunteers and contractors
 - iii. complaints made by members to Weightlifting NZ about another member, participant or other person involved in Olympic Weightlifting we are responsible for
 - iv. any acts or omissions that occur in, or outside of, New Zealand.
8. This policy does not apply to:
- a. complaints or disputes about the rules of the game or activity or in-play decisions
 - b. breaches of the rules of the game or activity
 - c. disputes relating to selection or eligibility.

Te Tiriti o Waitangi

9. Weightlifting NZ is committed to upholding the mana of Te Tiriti o Waitangi and the principles of partnership, protection and participation. This policy has been prepared in line with this commitment and its text and implementation is guided by the following values and principles.
- a. Whanaungatanga: fostering positive relationships, connections and a sense of community between participants, particularly for people who are disadvantaged or at risk.
 - b. Manaakitanga: participants are treated, and treat each other, with dignity and respect.
 - c. Hauora: physical, psychological, spiritual, family and social wellbeing of participants and recognising sport and recreation should make a positive contribution to participants' wellbeing.
 - d. Haumarutanga: the importance of protecting the safety and wellbeing of participants, particularly when they are at risk.
 - e. Mokopunatanga: an emphasis on the wellbeing of children and young people, and ensuring future generations thrive
 - f. Pono: acting in a way that is trustworthy, honest and fair.
 - g. Utu and ea: reciprocity and opportunities for repairing harm done and restoring a state of balance.

Our integrity commitment

10. Weightlifting NZ is committed to receiving, handling and resolving complaints and disclosures in relation to threats to integrity in a fair, timely and appropriate manner.
11. We will:
 - a. take all integrity complaints and concerns seriously
 - b. treat all people involved in a complaint fairly and with respect, including people who make a complaint or disclosure
 - c. encourage the early resolution of complaints where appropriate
 - d. comply with this policy and our obligations under the Integrity Code
 - e. provide adequate support, direction and resources to facilitate the fair, timely and effective resolution of integrity complaints and disclosures
 - f. cooperate with the Commission in relation to its dispute resolution, investigation and monitoring activities
 - g. report issues of serious concern to the Commission.

Making a complaint

12. Weightlifting NZ is committed to having a clear, transparent and accessible process for people to make a complaint or disclosure. This includes ensuring that everyone (including staff, volunteers, contractors, members, parents, children and young people, and adults at risk) connected with Weightlifting NZ knows how and when to report issues.
13. Complaints or disclosures can be made in relation to any matters that arise in connection with Weightlifting NZ or Olympic Weightlifting matters that we are responsible for or oversee. This can include actions or decisions of Weightlifting NZ members or officials, processes not being managed well (or at all), disagreements between our members, unprofessional or upsetting behaviour, or delays or failure to communicate about matters affecting a person.
14. It also covers prohibited behaviours that represent a threat to integrity within Weightlifting NZ or Olympic Weightlifting.
15. Complaints or disclosures should be made in writing, as soon as possible after issue occurs. If you are able to, please use the complaints form at Appendix 4 of this policy providing as much of the information requested as possible. Where this is not possible, you can make a verbal complaint by contacting the Weightlifting NZ complaints officer directly (see their details in the Complaints Officer / Committee section).

Anonymous complaints

16. Natural justice ordinarily requires that respondents are fairly and transparently advised of the allegations against them.
17. Weightlifting NZ may accept anonymous complaints if there is a compelling reason to do so and if sufficient information is provided to enable fair and effective resolution or investigation of the matter.
18. If a complainant wishes to remain anonymous or asks that certain information remain confidential and this prevents Weightlifting NZ from carrying out a fair process, Weightlifting NZ may decide not to take any further action in relation to the complaint. Weightlifting NZ will inform the complainant of this before closing the matter.

Role of the Sport Integrity Commission

19. Anyone can also make a complaint or disclosure directly to the Commission about a prohibited behaviour or any other matter covered by the Integrity Code that relates to Weightlifting NZ or Olympic Weightlifting matters that we are responsible for.
20. A person making a complaint or disclosure to the Commission is not required to have made the complaint or disclosure to Weightlifting NZ first.
21. A complaint or disclosure made to the Commission includes a matter reported to the Commission under Weightlifting NZ's mandatory notification policy. Weightlifting NZ may also decide to refer a complaint or disclosure to the Commission that does not constitute an issue of serious concern.
22. Weightlifting NZ expressly recognises that the Commission may assume responsibility for dealing with the matter in whole or in part, including through an investigation or disciplinary process.
23. The Commission will handle complaints or disclosures it receives in accordance with Part 3 of the Integrity Code. This includes:
 - a. conducting an initial assessment to decide on the action it considers appropriate in the circumstances
 - b. informing the relevant organisation and participants it has received a complaint or disclosure unless it is considered inappropriate or not reasonably practicable in the circumstances for this to occur.
24. Where a complaint has been made to both Weightlifting NZ and the Commission, Weightlifting NZ will engage with the Commission and the complainant to discuss the most appropriate way of addressing the issue that has been raised.

25. Irrespective of any action that might be taken by Weightlifting NZ, the Commission may decide to take any one or more of the actions under clause 28 of the Integrity Code in response to a complaint or disclosure including to:
- a. take no further action (eg, because the complaint is vexatious, has been dealt with appropriately already, or does not relate to integrity in sport and recreation)
 - b. refer the matter to the Commission's dispute resolution services
 - c. investigate the matter under section 31 of the Integrity Sport and Recreation Act 2023
 - d. refer a matter to Weightlifting NZ for Weightlifting NZ to decide whether to take action in accordance with its policies
 - e. contact Weightlifting NZ to notify us of our obligations under the Integrity Code
 - f. support Weightlifting NZ to resolve the matter and monitor our progress.
26. Contact details at the Commission are:
- Website: <https://sportintegrity.nz/making-a-complaint/make-a-complaint>
 - Email: complaints@sportintegrity.nz
 - Telephone: 0800 378 437

Responding to complaints or disclosures

27. As soon as reasonably practicable after receiving a complaint or disclosure, or otherwise becoming aware of a prohibited behaviour, Weightlifting NZ will take steps to resolve the matter.
28. Appendix 2 of this policy sets out Weightlifting NZ's process for handling complaints and disclosures.
29. Weightlifting NZ will encourage complaints to be resolved informally and at the earliest opportunity if it is appropriate to do so.
30. If a complaint cannot be resolved informally or the complaint is unsuitable for informal resolution, Weightlifting NZ will handle the complaint using the process set out in Appendix 2. Weightlifting NZ will consult the parties to a complaint or disclosure on the outcome(s) they are seeking and their preferences for dealing with the matter. This includes seeking and taking into account their views on:
- a. what steps should be taken to resolve the matter
 - b. the extent to which they want to participate in any complaint process and how this can be supported or facilitated

- c. what support or accommodation they need to support their participation in a complaint process (see 'Responsive to the needs of parties' below)
 - d. what necessary and reasonably practicable steps Weightlifting NZ can take to safeguard a complainant, including to mitigate the risks of retaliation or victimisation.
- 31. Weightlifting NZ may take steps to resolve the matter in accordance with this policy, including through:
 - a. consent-based dispute resolution including facilitation, mediation, or restorative practice; or
 - b. an investigation and disciplinary process.

Responsive to the needs of parties

- 32. As far as reasonably practicable, we will be responsive to the needs of the parties involved in a complaint or disclosure. This may include, but is not limited to:
 - a. consulting with those involved in the process about their needs and preferences in addressing the matter
 - b. adapting the process to support the equitable participation of all parties
 - c. taking steps to accommodate and respond to the needs of participants
 - d. using culturally responsive resolution processes
 - e. supporting the involvement of support people, family, whānau and intermediaries.

Disciplinary action

- 33. A breach of the Integrity Code or Weightlifting NZ 's policies giving effect to the Integrity Code may lead to sanctions being imposed on a participant.
- 34. Sanctions may be imposed in accordance with Part 4 of the Integrity Code and Weightlifting NZ 's disciplinary policy.

Appeal rights

- 35. Any decision made by Weightlifting NZ 's disciplinary body may be appealed to the Sports Tribunal of New Zealand in accordance with section 38(ac) of the Sports Tribunal Act 2006.

Privacy and confidentiality

- 36. Personal information collected or held by Weightlifting NZ , including in relation to any integrity complaint or disclosure, must be managed in accordance with the Privacy Act 2020 and with Weightlifting NZ 's privacy policy.

37. Personal and confidential information will only be disclosed or used by us as required or permitted under the relevant privacy laws and any relevant confidentiality obligations.
38. As far as reasonably practicable, we will seek permission from the complainant before disclosing personal or confidential information provided by or on behalf of a complainant.
39. Weightlifting NZ confirms that anyone who provides personal information to it in connection with any Integrity Code obligations or activities will be advised about:
 - a. the purpose of collecting the personal information
 - b. what it will be used for
 - c. how it will be stored
 - d. how long it will be kept for
 - e. whether the information will be shared or disclosed.

Fairness, impartiality and conflicts of interest

40. Weightlifting NZ will address each complaint equitably, objectively and impartially.
41. If a complaint is about Weightlifting NZ or a person employed or acting on behalf of Weightlifting NZ, we will ensure that the person handling the complaint is different from any person who is involved in the complaint.
42. Conflicts of interest, whether actual or perceived, will be managed responsibly. In particular, reviews of how a complaint was managed will be conducted by a person other than the original decision maker.

Natural justice

43. Weightlifting NZ and any person acting on behalf of Weightlifting NZ must give effect to this policy in a way that is consistent with the principles of natural justice. This includes ensuring affected parties are given the opportunity to be heard in relation to any matter which affects that person's rights, obligations or interests protected or recognised by law and decision makers are unbiased.
44. The right to be heard before a complaint is resolved or any outcome is determined will be taken to have been given if:
 - a. the respondent is fairly advised of all allegations concerning the respondent, with sufficient details and time given to enable the respondent to prepare a response
 - b. the complainant and respondent have had a reasonable opportunity to be heard in writing or at an oral hearing (if one is held)

- c. an oral hearing is held if the decision maker considers that an oral hearing is needed to ensure an adequate hearing
 - d. an oral hearing (if any) is held before the decision maker
 - e. the written statements or submissions of the complainant and the respondent (if any) are considered by the decision maker.
45. A decision maker must be impartial and able to consider the matter without a predetermined view.
46. If Weightlifting NZ or any party to the complaint has serious concerns about the ability of the matter to be decided fairly and in accordance with the principles of natural justice and raises such concerns with us, we will assess whether the matter is more appropriately dealt with by referral to the Commission for assessment (see Role of the Sport Integrity Commission section).

Issues of serious concern

47. If, at any time, Weightlifting NZ considers that a complaint or disclosure it is dealing with under this policy may constitute an issue of serious concern, it must report the matter in accordance with our mandatory notification policy.
48. Weightlifting NZ may notify any other person, body or public sector agency (eg, New Zealand Police or a professional regulatory body) if it is:
- a. permitted under the Privacy Act 2020 (eg, because a person consents to their information being shared or it is necessary to prevent or lessen a serious threat to public health or public safety)
 - b. required to do so under law or by another legal obligation.

Record Keeping

49. All matters relating to a complaint or a disclosure will be recorded in writing and held on file securely and confidentially. This includes:
- a. details about the complaint or disclosure including the issues raised
 - b. contact information of the person making the complaint or disclosure and any other parties involved
 - c. notes of any meetings or conversations related to the complaint or disclosure
 - d. relevant documents and information about the complaint or disclosure including any relevant minutes
 - e. details of any action or decision or outcome relating to the complaint or disclosure.
50. Weightlifting NZ will maintain a record of complaints and disclosures for the purposes of:

- a. providing updates and responding to requests for information by the complainant or person making a disclosure and parties
- b. supporting any further action in relation to the complaint such as disciplinary action, appeals or reviews
- c. meeting our obligations under the Integrity Code including to notify the Commission of issues of serious concern and to provide information to the Commission to assess compliance with the minimum standards under the Integrity Code
- d. identifying trends and patterns in Weightlifting NZ related to integrity
- e. improving our processes for addressing complaints or disclosures in relation to threats to integrity, including the fairness, timeliness and effectiveness of this policy.

51. Our record keeping will comply with our privacy policy.

Complaints officer

52. Weightlifting NZ will always have a complaints officer. Their responsibilities include to:

- a. ensure this policy is kept up to date and reviewed every year
- b. provide information and guidance about this policy, including to our members, complainants, persons making a disclosure and parties
- c. liaise with the Commission on complaints or disclosures that the Commission is handling or otherwise involved in
- d. ensure this policy is accessible (eg, on our website) and our members are informed about the complaints process from time to time.

53. The complaints officer's details are set out below.

Name(s): Anne Haw

Role: Executive Officer

Phone: 0210663033

Email: info@weightlifting.nz

Related policies

- Prohibited Behaviours Policy
- Disciplinary Policy
- Mandatory Notification Policy
- Privacy Policy

Reporting breaches

54. A person may report an apparent breach of this policy to the complaints officer or to the Commission at any time.

Policy approval

53. This policy was approved on [insert date] by [insert organisation representative].

Review of policy

54. This policy must be reviewed by [insert date no later than 1 year after approval date— should be an annual review].

Appendix 1: Definitions

In this policy:

adult means a person who is 18 years or over

adult at risk means any adult who needs care and support, is experiencing or is at risk of abuse or neglect, and is unable to remove or protect themselves from that risk because of those needs

children and young people means people under the age of 18 years

complainant means a person making a complaint under this Policy

confidential information is information that is not publicly available, may or may not be sensitive, is communicated in confidence, and is reasonably protected

complaint means an expression of dissatisfaction with an explicit or implicit expectation of a response or resolution

Commission means the Sport Integrity Commission

complaints officer means the person appointed by us to receive complaints and disclosures under this policy

disciplinary panel means a disciplinary panel established by the Commission

disclosure means a disclosure of information relating to an alleged or actual breach of the Integrity Code, a policy required under the Integrity Code, or the Integrity Sport and Recreation Act 2023

dispute resolution means any process used to respond to or resolve a complaint or disclosure, including:

- consent-based processes such as mediation, restorative processes or arbitration
- determinative processes such as investigation and disciplinary processes

harm means physical or mental damage or injury resulting from a prohibited behaviour

in connection with sport and recreation means:

- the behaviour occurs while a person is engaging in sport and recreation to which the Integrity Code applies
- the behaviour occurs while a participant is dealing with an organisation including its employees, volunteers or contractors in the context of their mutual involvement in sport and recreation
- a person is acting in their capacity as a participant, member, officer, or representative of an organisation
- the behaviour occurs between people interacting with each other primarily because of their mutual involvement in sport and recreation

issue of serious concern has the meaning given in clause 14(2)(a) of the Integrity Code and our mandatory notification policy

needs of participants includes their psychological needs and other needs such as those based on vulnerability, age, culture, language, gender identity and expression, sexual identity, sex characteristics, and disability

participant includes:

- a player, competitor, or any other person who takes part in Olympic Weightlifting
- an official or administrator
- a coach, trainer, or other person who gives instruction in relation to Olympic Weightlifting
- a manager, an agent, or a team staff member
- a person providing medical or paramedical services to a person who takes part in Olympic weightlifting or a team or group
- a parent or caregiver of a person who takes part in Olympic Weightlifting
- any other person working with, treating, or assisting a person who takes part in Olympic Weightlifting or a team or group
- a volunteer providing services for the Olympic Weightlifting

personal information is any information about an identifiable individual

prohibited behaviours means the following:

- bullying, violence, abuse, intimidation and harassment
- child abuse, child sexual abuse and child neglect
- sexually harmful behaviour
- discrimination
- competition manipulation and associated activity
- corruption, fraud, deception and breach of trust
- retaliation against or victimisation of any person because that person makes or intends to make a complaint or disclosure to Weightlifting NZ, the Sport Integrity Commission or another organisation bound by the Integrity Code.

respondent means a person or organisation complained about or whom an allegation has been made against

safeguarding means action to reduce the risk of harm to participants, including children and young people.

Appendix 2 – Complaints, disclosures and resolution process

1. This document sets out our complaints and resolution process for integrity complaints or disclosures.
2. When receiving and handling complaints or disclosures, Weightlifting NZ will handle matters in accordance with this policy and the process set out below.

Information about our complaints process

3. This policy and information about our complaints and disclosure process is:
 - a. available on our website
 - b. shared regularly in our communications with our members and participants (eg, newsletters, social media)
 - c. provided to participants, our members and other persons bound by the Integrity Code at relevant times (eg, when agreeing to participate in our activities, events or competitions).
4. Information that is shared about our complaints process includes:
 - a. how complaints and disclosures can be made
 - b. who complaints can be made to (including the contact information for our complaints officer or complaints committee)
 - c. what information should be provided by the complainant and how it will be handled (eg, any privacy or confidentiality obligations that apply)
 - d. what the complainant should expect to happen next.
5. We will ensure that our systems to manage complaints and disclosures are easily understood and accessible to everyone, including children, young people and adults at risk.

Informal and early resolution

6. Informal and early resolution will be appropriate for many issues and concerns that arise within Weightlifting NZ and the events and activities we are responsible for.
7. This is appropriate for minor, low-level and one-off issues such as:
 - a. low-level swearing, derogatory or disrespectful comments
 - b. aggressive or heated verbal exchanges or verbal abuse
 - c. mistakes, misunderstandings, or poorly judged comments and jokes.
8. Informal resolution can include:
 - a. raising concerns directly with the person who has behaved in a way causing concern

- b. asking a trusted person in Weightlifting NZ or the relevant club or team to address the issue on your behalf or facilitate a conversation
 - c. calling out poor behaviour in a respectful and appropriate way.
- 9. Informal resolution may not be possible in some circumstances. This includes if there are safety concerns, the behaviour is serious, there are actual conflicts of interest, or the complainant wishes to remain anonymous.
- 10. Informal resolution will not be appropriate for issues of serious concern (as defined in our mandatory notification policy), behaviour causing serious harm or risk of harm, repeated prohibited behaviour, or for most matters involving harm to children, young people, and adults at risk.
- 11. If an issue cannot be resolved informally, then it should be reported as a complaint or disclosure in accordance with this policy.

The complaints process

- 12. Weightlifting NZ has a five-step complaints process.
 - a. Step 1 – Receive and acknowledge a complaint or disclosure
 - b. Step 2 – Assess the complaint
 - c. Step 3 – Resolve or investigate the complaint
 - d. Step 4 – Determine the outcome of the complaint
 - e. Step 5 – Close the complaint

Step 1 – Receive and acknowledge a complaint or disclosure

Making a complaint or disclosure

- 13. Complaints should be made in writing as soon as possible after the behaviour occurs. Complaints can be made by:
 - Email info@weightlifting.nz
 - Online [[link to form](#)]
- 14. Where this is not possible, you can contact Anne Haw who can assist you to put your complaint in writing.
- 15. Complaints can also be made to the Sport Integrity Commission, regardless of whether a complainant has first sought to resolve the matter with Weightlifting NZ

Acknowledgment of complaints and disclosures

- 16. We will acknowledge receipt of complaints or disclosures within three working days.

17. We will initially assess the complaint or disclosure to understand the urgency and/or seriousness of the issues raised. A complaint may be referred, escalated or dealt with urgently if it:
 - a. concerns an immediate risk to safety or security
 - b. is an issue of serious concern and needs to be reported to the Commission
 - c. involves actual or suspected criminal behaviour and should be reported to the police or another organisation.
18. We will consult with and inform the complainant if we consider that the complaint should be referred to the Commission, the police and/or another organisation.
19. We note that where a disclosure is made and the person making that disclosure does not wish to give their identity or advance the issue as a complaint, Weightlifting NZ will take reasonably practicable steps to address any harm identified, but may not be able to conduct a full assessment of the issue and/or advance the issue through the complaints process. For further information about receiving and responding to disclosures, see Appendix 3.

Step 2 – Assess the complaint

20. We will assess the information provided by the complainant and contact the complainant to discuss next steps, support and any safeguarding or wellbeing concerns the complainant has. We may ask the complainant to provide further information.
21. We will inform the complainant that the complaint (and relevant information) will be shared with:
 - a. individuals within Weightlifting NZ who are responsible for addressing the complaint
 - b. the person or organisation complained about (the respondent).
22. If the complainant is not willing to have their complaint or identity shared with the respondent, we will advise that the complaint may not be capable of resolution to the complainant's satisfaction. In these circumstances, we will consider whether referral of the complaint to the Commission is appropriate.
23. If the complainant is under 18, we will generally encourage the complainant to notify their parent/guardian and have a parent/guardian involved in the complaint resolution process.
24. If the respondent is under 18, their parent/guardian must be notified and must be present at any discussion about the complaint.

25. Complaints will be raised with the respondent in a way that seeks to preserve the dignity and mana of that person, their whānau and their wider community and their privacy.
26. We will consult and seek the views of the parties involved in the complaint on:
 - a. what outcome they are seeking
 - b. what process they would like to follow
 - c. their needs.
27. We will inform parties of:
 - a. the expected time frames for our actions
 - b. the progress of the complaint and reasons for any delay
 - c. if we are unable to deal with any part of the complaint and provide information about other options if possible.
28. At any stage, we may seek guidance from the Commission on an appropriate resolution process.

Step 3 – Resolve or investigate the complaint

29. We will identify the most appropriate way to resolve the complaint, taking into account the views and needs of the parties.
30. Possible resolution pathways include:
 - a. consideration of the issues raised by the person or organisation complained of and provision of a written explanation for their or its actions
 - b. dialogue between the parties, facilitated by Weightlifting NZ
 - c. referral to the Commission for resolution, including through early resolution, mediation or a culturally responsive process
 - d. use of a decision-making process by Weightlifting NZ
31. We may make a referral to the Commission if the complaint is complex, serious, a party refuses to engage and cannot be compelled to engage, or if tailored support is needed.
32. We will identify and clearly communicate to the complainant what resolution process we propose to use and will talk with the parties to seek their agreement to that process before it is put in place.

Early resolution

33. Early resolution is an informal and flexible way to restore communication between parties, find solutions and help the parties to move forward assisted by an impartial person.
34. Weightlifting NZ will use our best efforts to help the parties resolve the complaint through early resolution.
35. If resolution is not achieved at this stage, Weightlifting NZ will consider if mediation, investigation or another resolution process is appropriate.

Mediation

36. Mediation is a process where the parties, with the assistance of external help, create a safe environment to address their issues and resolve them if they want to. Mediation is based on the principles of voluntariness, confidentiality, impartiality, and self-empowerment.
37. Weightlifting NZ will arrange for mediation of a complaint if:
 - a. the complainant and respondent agree to mediation, and
 - b. Weightlifting NZ considers that there is a reasonable prospect of the complaint being resolved through mediation.

38. Weightlifting NZ may:

- a. arrange for mediation of the complaint at the cost of the organisation, including selection of a mediator
- b. refer the matter to the Commission for assessment for mediation.

Weightlifting NZ may, with the consent of all parties:

- c. choose to attend the mediation
- d. receive a copy of any agreement reached through the mediation, whether or not Weightlifting NZ attended the mediation.

39. Weightlifting NZ reserves the right to refer some or all matters to an investigation and/or a disciplinary process regardless of the outcome of any mediation.

Investigation

40. Investigation is a process in which an independent person investigates the complaint to make factual findings and/or determinations.
41. Weightlifting NZ may:
 - a. arrange for investigation of some or all issues at the cost of the organisation, or
 - b. refer the matter to the Commission for investigation.

Appointment of investigator

42. Weightlifting NZ will appoint an appropriately qualified person to undertake a fact-finding investigation. Weightlifting NZ must:
 - a. consider the needs of parties involved, including for a culturally responsive, age-appropriate or trauma-informed investigation process and ensure any appointments are made on that basis, and
 - b. consult all parties on the proposed investigator before commencing.
43. No person who has an actual or perceived conflict of interest which may affect their actual or perceived impartiality may undertake the investigation.

Investigation process

44. The investigator will engage with Weightlifting NZ and the relevant parties about the nature and scope of the investigation before starting an investigation, unless inappropriate or not reasonably practicable in all the circumstances for this to occur.
45. The investigator will meet separately with the parties. These meetings will be held at a time and place and run according to a protocol/agenda that suits everyone, to the extent possible.
46. The parties can have a lawyer, advocate, and/or support person(s) (including family/whānau) at any meeting, who can make submissions on that person's behalf.
47. The investigator can request an interview with any person and request any evidence or information they consider to be relevant.
48. Where a party wants to rely on documents, these must be sent to the investigator who will provide them to the other party.
49. If a person declines to participate in the investigation process, the investigator cannot compel them to do so.
50. The investigator will provide a draft finding of fact and report based on all the information available to them at the time and provide it to all parties for comment. All parties will be given a reasonable time to provide feedback. The investigator's final report will take this feedback into account.

Step 4 – Determine the outcome of the complaint

51. If some or all matters are resolved through consensual resolution between the parties (including through informal resolution, early resolution or mediation), the outcome of the complaint will be the resolution agreed between the parties.

52. If a decision is required, including on the outcomes of any investigation, the following process will apply.

Decision-making process

53. Weightlifting NZ will provide the complainant and the respondent, in advance of the process, with an overview of the structure of the process, the identity of the decision maker(s) and expected timeframe.
54. Weightlifting NZ may ask the complainant and any other relevant people, including the respondent, to give further information in a way that is comfortable to them.
55. The decision maker will usually meet separately with the complainant and the respondent. These meetings will be at a time and place and will be run according to a protocol/agenda that suits everyone, to the extent possible. People may be accompanied by chosen family/whānau and/or other support people.
56. Decisions will be made in a careful, reasoned way that is justified on the facts and is consistent with any rules that apply and, if the decision follows an investigation, that the decision reflects the findings of fact and determinations made by the investigator.
57. The decision-maker will make their findings on the balance of probabilities. The decision will be recorded in writing and state, in plain language:
- a. the issue
 - b. any applicable policy or rule
 - c. the process followed
 - d. the decision (complaint upheld or not upheld)
 - e. the facts and any evidence relied on, including any submissions or explanations by anyone involved
 - f. the reason for the decision
 - g. whether the matter will be referred to a disciplinary process under Weightlifting NZ's disciplinary policy.
58. Where the decision-maker considers that the concerns raised by the complaint and/or the outcome of the decision affect or are likely to affect the interests of other parties, Weightlifting NZ will make best endeavours to obtain the views of such parties so the full context of the issue can be considered.
59. Weightlifting NZ will promptly provide a copy of the decision to the respondent and the complainant and outline any appeal process. The outcome should be discussed so that the parties understand the decision, why it was made, and what will happen next.

Restoring trust and relationships

60. Weightlifting NZ will consider, and seek the views of the parties, on what support can reasonably be provided by Weightlifting NZ to:
 - a. support any decision or outcome to be implemented
 - b. restore the relationship between the parties and other affected stakeholders, including any restorative process
 - c. prevent the same or similar issues arising in future
 - d. what improvements to Weightlifting NZ 's policies, processes or practices are required.
61. Where any complaints involve employees, should any decision relate to their employment, Weightlifting NZ will treat them in accordance with their employment contracts and employment law.
62. Weightlifting NZ will treat contractors (who are not employees) fairly, reasonably, and consistent with the terms of their contract.
63. Weightlifting NZ will treat volunteers fairly, reasonably and respectfully in making any decisions about their future conduct or participation in Olympic Weightlifting

Step 5 – Close the complaint

64. At the time of closing the complaint we will record the following to assist in responding to any further reviews or appeals of the complaint, as well as supporting quality improvements:
 - a. the nature and details of the complaint
 - b. steps taken to address the complaint
 - c. the outcome/s of the complaint (including whether it or any aspect of it was proven, any recommendations made to address problems identified and any decisions made on those recommendations)
 - d. any outstanding actions to be followed up, including analysing any underlying or root causes to prevent the same or similar issues arising in future.
65. Weightlifting NZ will ensure that outcomes are properly implemented, monitored and reported to the complaints officer or committee, senior leaders and the board of Weightlifting NZ as appropriate.
66. All information relating to a complaint will be recorded in writing and placed on a confidential complaint file, including the complaint itself, any response to the complaint, notes of any meetings or conversations relating to the complaint, relevant meeting minutes, investigation report, the decision and any outcome, and held in accordance with our privacy policy.

Appendix 3 – Receiving and responding to a disclosure

Step	Process
Listen	<ul style="list-style-type: none"> Stay calm. Don't panic. Do not appear shocked. Accept what they're saying without any judgement. Do not interrogate them. Limit the discussion to finding out generally what happened. Don't make assumptions, offer alternative explanations, or diminish the seriousness of the behaviour or alleged incidents.
Protect and check for safety	<p>Check if the person is safe, or whether the harm is still happening.</p> <ul style="list-style-type: none"> Is the person in immediate danger? Are they still experiencing this harm?
Reassure	<p>What reassurance might look like.</p> <ul style="list-style-type: none"> Reassuring them that telling someone was the right thing to do and you will do your best to help. Assuring them that it is not their fault. Letting them know they are not in trouble, and that they have done the right thing. If the person is visibly distressed, providing appropriate reassurance. Not asking questions beyond open prompts for the person to continue. <p>Do not make promises that can't be kept, for example, "I will keep you safe now".</p>
Record	<ul style="list-style-type: none"> Write down what the person says in their own words, including slang or swear words. Ask open questions and don't put words in their mouth. Record the date, time and place and how they spoke and seemed to you. Make certain you distinguish between what the person said and your opinions and assumptions. Accuracy and sticking to the facts is really important. Unless it's for the safety of the person, yourself or others, seek help only after the person has finished telling you.
Inform	<ul style="list-style-type: none"> Let the person know you need to tell someone else, and you won't keep secrets. And the person you are telling is someone whose job it is to protect them. It could be the club's safeguarding or welfare officer, the Commission, or police. Let them know what you are going to do next and that you will let them know what happens. Explain who will be keeping them informed during the process.

Information to collect:

- anything said by the person (in their words)
- the date, time, location, and the names of anyone that may be relevant (including alleged perpetrator/s)
- the factual concerns or observations that have led to the suspicion of or real abuse or neglect (eg, any behavioural, or physical signs and concerns).

When responding to disclosures, **do not:**

- attempt to formally interview the person
- ask leading questions
- push for information or make assumptions
- gather irrelevant or unnecessary facts
- make assumptions, offer alternative explanations, or diminish the seriousness of the behaviour or alleged incidents
- keep the information to yourself or promise confidentiality to the person
- take any action that might undermine future investigation or disciplinary procedure, such as interviewing the alleged victim or potential witnesses, or informing the alleged perpetrator.
- let personal doubt prevent you from debriefing with your manager.

Further guidance: [Safeguarding and protecting participants](#)

Appendix 4: Complaint form

Use this form to make a complaint to Weightlifting NZ

Tell us about yourself

Name:

Club/Organisation:

How do you want to be contacted?

Phone:

Email:

Age

Under 18 ☐

18 years or over ☐

If you are making a complaint for someone else:

Name of person complaining on behalf of:

Contact details of person complaining on behalf of:

Your relationship to them:

Do you have permission to do this?

What is the complaint about?

Tell us what you want to make a complaint about. Describe the events. Please give us all the dates and relevant details that you can remember. What happened? Who did it happen to? When did it happen? (date and time) Where did it happen? You can attach any documents or photos that are relevant.

I have read the Weightlifting NZ privacy policy and I am aware of how my personal information will be used. Yes ☐

You can post or email your complaint to:

Anne Haw

Address: C/- 21 Moffat Road, Red Beach

Email: info@weightlifting.nz

If you have any questions, please call [