

## INTIMATE RELATIONSHIPS POLICY

Whilst we recognise that existing adult relationships (e.g. marriage, de facto, long term relationships) may exist between Maccabi parties, this policy is regarding intimate relationships (whether or not of a sexual nature) that develop between a person in a position of power and someone for whom they are responsible such as between an athlete and a Maccabi representative (including coaches, team managers and committee members).

These relationships can sometimes be a cause for concern. This is due to the potential for

- Harassment or abuse
- Compromising morale and giving rise to accusations of favouritism
- Harmful effects on the athlete and/or their peers
- An exploitative or perception of an exploitative relationship due to the disparity between the Maccabi Representative and the athlete in terms of authority, maturity, status, influence and dependence.
- A negative impact on Maccabi's public image

As such, relationships between these parties should be avoided by Maccabi Representatives. If an athlete attempts to initiate an intimate relationship, the Maccabi Representative must discourage such approaches, and explain the ethical basis for doing so.

If you feel harassed or consider that an inappropriate sexual relationship has developed, you should raise their concerns in accordance with the Grievance Resolution Guidelines outlined in Chapter 6 of this Handbook.

If such an intimate relationship develops between an athlete and a Maccabi representative, then Maccabi will consider whether and what action is necessary. Factors taken into account when determining whether follow up action is required include:

- The age and maturity of both parties;
- The financial or emotional dependence of the athlete on the coach/Maccabi representative;
- The likelihood of the relationship having any adverse impact on the athlete, their peers or Maccabi's public image.

If it is determined that the relationship is inappropriate, Maccabi may take disciplinary action.