



AIS



CQUniversity
AUSTRALIA

POLICY CHECKLIST

At a minimum, policies should clearly articulate the following:

Athlete and organisation expectations during preconception, pregnancy, postpartum and parenthood regarding athlete commitments (e.g. maintaining minimal fitness standard during parental leave) and organisational adaptations (e.g. support provisions provided by the organisation)

Pregnancy 'disclosure' protection and expectations (agreed date and method of public disclosure)

Leave entitlements (e.g. categorised athletes entitled to parental leave from their sport program during pregnancy, following the birth or adoption of a child/ren)

- Pregnant athletes: upon medical instruction or athlete request until birth of child/ren
- Birthing athletes: up to a maximum duration of 12 months
- Non-birthing primary carers: up to a maximum duration of 22 weeks
- Non-birthing secondary carers: up to a maximum duration of 8 weeks

Contract entitlements and security (e.g. contract extensions, categorised and/or employed athletes to transfer into a 'suitable duties' role within their sporting organisation, contingent upon role availability and medical clearance, during pregnancy, following the birth and/or adoption of a child/ren)

- Pregnant athlete: upon medical instruction or athlete request until birth of child/ren
- Birthing athletes: up to a maximum duration of 12 months
- Non-birthing primary carers: up to a maximum duration of 22 weeks

Categorisation protections (e.g. allow categorised and/or employed athletes to freeze their categorisation level and/or contract during pregnancy, following the birth and/or adoption of a child/ren)

- Pregnant athletes: upon medical instruction or athlete request until birth of child/ren
- Birthing athletes: up to a maximum duration of 12 months
- Non-birthing primary carers: up to a maximum duration of 22 weeks
- Non-birthing secondary carers: up to a maximum duration of 8 weeks
- Employed athletes: freeze duration inclusive of the paid parental leave period]

Financial entitlements, protections (if applicable, including dAIS funding) and subsidies (e.g. childcare)

Access to internal and external services (e.g. continued access to sport physician, training facilities) and facilities (e.g. training venue, gym, rehabilitation, parenting room), including the environment (e.g. allow categorised athletes time within the high performance environment and program to requalify for teams, competitions and/or events. This period should commence immediately following parental leave and RTS clearance)

- Pregnant athletes: throughout the duration of pregnancy, with medical clearance
- Birthing athletes: up to a maximum duration of 12 months
- Non-birthing primary carers: up to a maximum duration of 22 weeks

Individual and team selection criteria (e.g. trial details, eligibility criteria)

'Carer' provisions and expectations (e.g. travel, access to training and competition venues)

Note: All policy provisions should include specific timeframes (when applicable)