

**AIS****CQUniversity**
AUSTRALIA

CHECKLIST FOR PRACTICE RECOMMENDATIONS

EDUCATION [Refer to Appendix F]

1. Do athletes, relevant organisational staff and professionals working directly with athletes receive regular education relevant to preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
2. Is relevant information and education easily accessible to all athletes, organisational staff, and professionals working directly with athletes (e.g. through posters, flyers, website articles, policies, orientation booklets, social media posts)?
YES NO NA Comments:
3. Are athletes, relevant organisational staff, and professionals working directly with athletes supported to engage in education and training regarding preconception, pregnancy, postpartum and parenthood considerations for athletes (e.g. assistance with travel requirements, registration, flexible training requirements, time away from work to complete training)?
YES NO NA Comments:
4. Are relevant training and education opportunities actively sought for athletes, relevant organisational staff, and professionals working directly with athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
5. Are training and education opportunities routinely disseminated to athletes, relevant organisational staff, and professionals working directly with athletes?
YES NO NA Comments:
6. Are athletes, relevant organisational staff, and professionals working directly with athletes during preconception, pregnancy, postpartum and parenthood supported to complete education and training?
YES NO NA Comments:
7. Are there measures in place to ensure athletes, relevant organisational staff and professionals working directly with athletes are equipped with appropriate knowledge and skills to support athletes during preconception, pregnancy, postpartum and parenthood (e.g. minimum education requirements, annual training reviews, staff supervision)?
YES NO NA Comments:

AWARENESS, PROMOTION & INCLUSION

8. Are athletes preconception, pregnancy, postpartum and/or parenting journeys actively promoted through the organisation (e.g. featured in marketing materials)?
YES NO NA Comments:
9. Are opportunities available for athletes to take on leadership roles within the organisation (not just those specific to sport) if no longer competing (during pregnancy, postpartum)?
YES NO NA Comments:

DISCLOSURE

10. Are athletes required to disclose pregnancy?
YES NO NA Comments:

11. If yes to 10, is there a clear medical reason for this (e.g. unsafe training environments)?
YES NO NA Comments:
12. If yes to 10, is the number of professionals to whom disclosure is mandated kept to a minimum (sport physician only)?
YES NO NA Comments:

PLANNING DURING PREGNANCY, POSTPARTUM AND PARENTHOOD

13. Are referral pathways in place for athletes who openly disclose a desire to become pregnant in the near future (e.g. a list of relevant health professionals working within the organisation or a list of recommended external practitioners)?
YES NO NA Comments:
14. Is there a clearly defined process for managing pregnant, postpartum and/or parenting athletes within the organisation (e.g. a key point of contact identified, suggested timelines for planning meetings, referral pathways in place)?
YES NO NA Comments:
15. Are the relevant staff aware of how to develop a pregnancy plan and the key items it should include (e.g. a template pregnancy plan is provided)?
YES NO NA Comments:
16. Is there a clearly defined process for developing and managing the training plans of pregnant, postpartum and parenting athletes (e.g. who will oversee the athlete, who will review training plans, how often will training plans be reviewed)?
YES NO NA Comments:
17. Are the relevant staff aware of how to develop and modify a personalised training program during pregnancy (e.g. a template or list of key training considerations is provided)?
YES NO NA Comments:

INFORMATION AND GUIDANCE

18. Are relevant policies available and accessible to all athletes, organisational staff, and professionals working directly with athletes?
YES NO NA Comments:
19. Are athletes provided with clear, comprehensive, up-to-date information about available resources, programs, services and support systems for athletes?
YES NO NA Comments:
20. Is there an established role and point of contact within the organisation responsible for communicating with athletes, organisational staff, and professionals working directly with athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
21. Are athletes, organisational staff, and professionals working directly with athletes regularly informed of updates or changes to policies, procedures, resources, programs, services and support systems?
YES NO NA Comments:
22. Are policies, resources, programs, services, and support systems for athletes regularly reviewed and updated to meet the evolving needs of athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
23. Are athletes, relevant organisational staff, and professionals working directly with athletes given the opportunity to provide feedback regarding current organisational policies, procedures and practices?
YES NO NA Comments:

CONTRACTS, FUNDING AND FINANCIAL SUPPORT PROVISIONS [Refer to Appendix A]

24. Are current policies inclusive, fair and equitable for all athletes, including athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
25. Are the rights, expectations, support and protections available to athletes during preconception, pregnancy, postpartum and parenthood clearly articulated in a central policy?
YES NO NA Comments:
26. Do athlete contracts contain clear protections of funding/financial support if they take time away from the sport during preconception, pregnancy, postpartum and/or parenthood?
YES NO NA Comments:
27. If yes to 26, do the protections cover an appropriate period of time (e.g. athlete receives 12 months following birth or adoption of a child)?
YES NO NA Comments:
28. Does the organisation structure employment contracts to comply with the national parental leave scheme requirements where possible?
YES NO NA Comments:
29. Do athletes get parental leave (i.e. sufficient time off) from their sport after the birth or adoption of a child?
YES NO NA Comments:
30. Are athletes financially supported during parental leave from their sport?
YES NO NA Comments:
31. Are organisational insurance policies up to date and inclusive of athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
32. If no to 31, have all pregnant, postpartum and parenting athletes been notified of changes to their insurance cover?
YES NO NA Comments:
33. Is there an established role and point of contact within the organisation responsible for supporting and assisting athletes, organisational staff and professionals working directly with athletes during preconception, pregnancy, postpartum and parenthood?
YES NO NA Comments:
34. Are there provisions to allow a designated carer and child/ren to travel with the athlete to training, competitions, events, and other compulsory athlete activities (e.g. paid or subsidised travel, accommodation, and travel incidentals including food, transfers, travel insurance, competition/event passes)?
YES NO NA Comments:
35. Are postpartum and parenting athletes provided childcare or related provisions to assist with childcare needs (e.g. help source childcare, removal of funding restrictions to purchase child-related products or services)?
YES NO NA Comments:

36. Do pregnant, postpartum and parenting athletes receive subsidised medical support if required (e.g. private health insurance, prenatal appointments)?
- YES NO NA Comments:
37. Are pregnant, postpartum and parenting athletes considered for grants on a case-by-case basis?
- YES NO NA Comments:
38. Is there an established network or support group available for athletes to discuss their experiences of preconception and/or pregnancy, postpartum and parenthood?
- YES NO NA Comments:

CATEGORISATION, RANKING AND QUALIFICATION PROTECTIONS (Refer to Appendix A)

39. Is categorisation, ranking and/or qualification of athletes who take time away from the sport during preconception, pregnancy, postpartum or parenthood protected?
- YES NO NA Comments:
40. If yes to 39, do the protections cover an appropriate period of time (e.g. up to 12 months parental leave for postpartum athlete)?
- YES NO NA Comments:

FLEXIBILITY AND SUITABLE ROLE TRANSITIONS

41. Is organisational staff working with athletes to provide supportive environments during preconception, pregnancy, postpartum and parenthood (e.g. flexible and/or alternative training expectations, scheduling training times to fit within childcare hours)?
- YES NO NA Comments:
42. Have alternative 'suitable duties' roles been explored and established if viable and feasible for athletes to transition to during preconception, pregnancy, postpartum and parenthood when they can no longer continue their normal training or competition, but wish to stay connected and engaged (e.g. assistant coach, media person, office assistance)?
- YES NO NA Comments:
43. Are parental responsibilities recognised in the same context as other athlete responsibilities (e.g. not 'punishing' postpartum or parenting athletes who miss training due to when their child/ren is sick due to being unable to access childcare)?
- YES NO NA Comments:
44. Are the parental responsibilities of postpartum and parenting athletes considered when scheduling training, events, and other mandatory athlete activities (e.g. scheduling training times to fit within childcare hours)?
- YES NO NA Comments:
45. Are pregnant, postpartum and parenting athletes permitted to train, travel and/or attend events and/or other compulsory athlete activities at alternate times and/or venues and/or via alternate modes (e.g., attend team meetings virtually)?
- YES NO NA Comments:

SERVICES AND FACILITIES

46. Are the parental responsibilities of postpartum and parenting athletes considered when scheduling training, events, and other mandatory athlete activities [e.g. scheduling training times to fit within childcare hours]?
- YES NO NA Comments:
47. Are athletes provided with ongoing access to facilities [e.g. gym equipment, courts, pools, fields, office space, private change rooms] during preconception, pregnancy, postpartum and return to sport?
- YES NO NA Comments:
48. Are athletes provided ongoing access to organisational staff and services during preconception, pregnancy, postpartum and parenthood [e.g. sports physician, physiotherapist, athlete wellbeing manager]?
- YES NO NA Comments:
49. Is there an established repository of relevant internal and external support services and programs to refer athletes wanting to start a family, pregnant, postpartum and parenting athletes, including established networks or support groups? Refer to Appendix G.
- YES NO NA Comments:

CLOTHING

50. Are pregnant and postpartum athletes provided with modified uniforms and/or training clothes [e.g. supportive bra, larger sized clothing]?
- YES NO NA Comments:
51. If no to 50, are athletes allowed to modify their uniform appropriately to accommodate the physical changes from pregnancy?
- YES NO NA

FUTURE RESEARCH

52. Are there established partnerships with a research group or university to collect and analyse data from athletes during preconception, pregnancy, postpartum and parenthood to build the evidence base to advance the field?
- YES NO NA Comments:
53. Is there a database, registry or referral pathway in place to facilitate the timely recruitment of athletes to prospective studies? [e.g. prospective register of athletes planning pregnancy].
- YES NO NA Comments: