



Human Rights Policy

**Gold Coast 2018 Commonwealth
Games Corporation**

1. Introduction

The Gold Coast 2018 Commonwealth Games (GC2018) will be the largest multi-sport event that the Gold Coast and Queensland have ever hosted. The Gold Coast 2018 Commonwealth Games Corporation (GOLDOC) was established on 1 January 2012 pursuant to the Commonwealth Games Arrangements Act 2011 (Qld). Its purpose is to plan, organise and deliver GC2018.

The Commonwealth Charter (Charter) is the first single document to set out the values and aspirations which unite the Commonwealth countries – democracy, human rights and the rule of law.

The Commonwealth Games Federation (CGF) as the peak body of the Commonwealth Games places a premium on inclusivity and bringing peace, sustainability and prosperity to wherever the CGF and its partners operate. It is committed to ensuring that it leaves a positive and lasting impact on Commonwealth Games host communities; human rights lie at the heart of this vision.

The ten principles of the UN Global Compact set out the fundamental responsibilities of any business in the areas of human rights, labour rights, environment and anti-corruption. By incorporating these principles into strategies, policies and procedures, they help to establish a culture of integrity within an organisation that upholds the basic responsibilities of any business to people and the planet.

Further, the UN Guiding Principles on Business and Human Rights (UNGP) provide a framework for organisations to embed respect for human rights across their operations. They outline the obligation of the State (governments) to protect human rights and the corporate obligation to respect human rights. They also set out the requirement to provide access to effective remedy when breaches of human rights occur.

There is increasing literature around the impact that mega sporting events (MSEs) can have on human rights. GOLDOC is committed to delivering a sustainable event that leaves a positive legacy for the local community and the people and societies that it impacts.

In accordance with this commitment, GOLDOC will adopt the guiding principles set out in the UNGP as an appropriate reference standard to ensure a holistic approach to the management of human rights across GC2018 planning and delivery. As one of the fundamental steps in the application of the UNGPs, this policy has been developed to publicly communicate GOLDOC's commitment to positively managing its human rights impacts. This policy also supports one of the CGF's strategic priorities of its Transformation 2022 strategy to "nurture and develop one of the best-governed and well-managed sports movements in the world" and more specifically "underpinned by a strong commitment to, and respect of human rights, environment and sustainability, health, safety and wellbeing as well as accessibility and inclusivity".

2. Objectives

In relation to human rights as they pertain to the planning and delivery of GC2018, GOLDOC's objectives are:

- To apply the framework of the UNGP to the management of human rights
- To comply with its legal obligations under Australian and International human rights law
- To conduct due diligence to avoid complicity in human rights violations
- To ensure that particular care is taken when dealing with minority or vulnerable groups such as children or people with disabilities
- To provide a safe and healthy workplace that is without discrimination and that respects employees' rights to collective bargaining or to join organisations of their choice
- To regularly assess human rights risks, policies and impacts and report to senior management
- To provide access to grievance mechanisms
- To promptly investigate allegations and pursue action to mitigate any adverse human rights impacts
- To review and continually improve our approach
- To report publicly on our progress, and
- To share our learnings with the CGF and future host cities of the Commonwealth Games.



3. Policy

3.1 Policy statement

The purpose of this policy is to demonstrate GOLDOC's commitment to human rights, transparency and accountability and to guide and direct actions and decisions taken by GOLDOC in relation to its human rights impacts in the planning and delivery of GC2018.

3.3 Scope

This policy applies to the delivery of GC2018 by GOLDOC, including its workforce, contractors and volunteers, from planning and implementation to review and post-Games activities. GOLDOC also strongly encourages all other stakeholders associated with GC2018 to observe the terms of this policy.

3.2 Guiding principles

GOLDOC will adopt the guiding principles set out in the UNGP as an appropriate reference standard to ensure a holistic approach to the management of human rights across GC2018 planning and delivery.



4. Responsibilities

4.1 Board

The GOLDOC Board will be responsible for the approval of this policy and may, from time to time, review information relating to the implementation of this policy.

4.2 Chief Executive Officer (CEO) and General Managers

The CEO and General Managers are responsible for:

- overseeing the implementation of this policy;
 - ensuring that this policy is aligned with GOLDOC's objectives;
 - ensuring compliance with all relevant legislation; and
 - approving any guidelines or procedures developed to support the implementation of this policy.
- In addition, the CEO and General Managers will champion the intent of this policy to all staff and external stakeholders.

4.3 Workforce

Compliance with this policy, and any associated guidelines which may be developed, is mandatory for all GOLDOC workforce including workforce contractors and volunteers. All other GC2018 stakeholders will be strongly encouraged to comply with the terms of this policy.

4.4 Manager Sustainability and Legacy

The Manager Sustainability and Legacy (Manager) is responsible to manage this policy and to ensure it is reviewed and endorsed by the CEO and Board. The Manager will provide oversight and review of the development and implementation of this policy and any supporting guidelines and act as the initial point of contact for the organisation on human rights related issues.



5. Reporting requirements

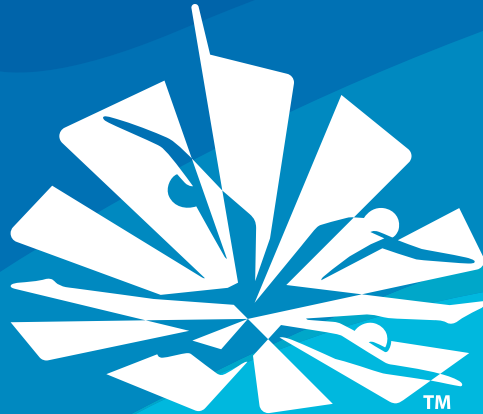
GOLDOC will report publicly through its annual reporting processes on its progress with respect to implementation of this policy and how it manages its human rights impacts.

GOLDOC will report internally on a monthly basis to its Executive Management Team and to each GOLDOC Board meeting. Significant or high risk cases will be managed according to GOLDOC's existing risk management reporting framework and processes.



Mark Peters

Chief Executive Officer



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