



Approach to Human Rights

Gold Coast 2018 Commonwealth Games

Introduction

The Gold Coast 2018 Commonwealth Games™ (GC2018) was the largest multi-sport event that the Gold Coast and Queensland has ever hosted. It was the fifth time that a Commonwealth Games was held in Australia, following Sydney 1938, Perth 1962, Brisbane 1982 and Melbourne 2006, and the first time in a regional Australian city.

Between 4 and 15 April 2018, GC2018 hosted over 6,600 athletes and officials from 71 nations and territories - representing one third of the world's population - competing in 18 sports at over 30 competition and training venues.

11 days of elite sporting competition took place between the opening and closing ceremonies - in front of over 1.2 million ticketed spectators and broadcast to an estimated cumulative global audience of 1.5 billion.

An arts and culture festival - Festival 2018 - was held throughout GC2018, with an estimated audience of 1.1 million attending events across the Gold Coast and the event cities of Brisbane, Cairns and Townsville.

In addition, an estimated 172,500 spectators lined the streets of the Gold Coast to watch the free road events.

Key GC2018 delivery partners (Partners) included the Gold Coast 2018 Commonwealth Games Corporation (GOLDOC), as the organising committee for GC2018, the Queensland State Government (State), the City of Gold Coast (City), Australian Federal Government (AUSGOV), Commonwealth Games Australia (CGAus) and the Commonwealth Games Federation, as the peak body of the Commonwealth Games movement. The role of each of these organisations is further described in this document¹.

Whilst the majority of GC2018 events were held on the Gold Coast, Brisbane hosted the shooting and track cycling events. Queensland regional cities of Cairns and Townsville hosted the preliminary basketball rounds,

¹ See Appendix A

allowing for a geographical spread of benefits beyond the southeast Queensland region.

There is increasing literature on the role of mega-sporting events (MSEs), such as the Commonwealth Games, in considering and addressing potential human rights impacts resulting from event planning and delivery. Whilst a Commonwealth Games does not hold the solution for all the issues that may challenge a community, it can positively contribute to and promote positive social, environmental and economic legacies for the region in which it is held.

A key purpose of this document is to demonstrate GOLDOC's commitment and approach to human rights in the planning and delivery of GC2018.

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1 What are Human Rights?

Human rights recognise the inherent value of each person, regardless of background, where we live, what we look like, what we think or believe.

They are based on principles of dignity, equality and mutual respect, which are shared across cultures, religions and philosophies. They are about being treated fairly, treating others fairly and having the ability to make genuine choices in our daily lives.

Respect and support for human rights are essential foundations for strong communities. The United Nations has developed a number of instruments governing various aspects of international human rights.

1.1 The Commonwealth Charter and the Commonwealth Games Federation

The Commonwealth Charter (Charter)² is the first single document to set out the values and aspirations that unite the Commonwealth countries – democracy, human rights and the rule of law. Section II of the Charter states:

We are committed to the Universal Declaration of Human Rights and other relevant human rights covenants and international instruments. We are committed to equality and respect for the protection and promotion of civil, political, economic, social and cultural rights, including the right to development for all without discrimination on any grounds as the foundations of peaceful, just and stable societies. We note that these rights are universal, indivisible, interdependent and interrelated and cannot be implemented selectively.

We are implacably opposed to all forms of discrimination, whether rooted in gender, race, colour, creed, political belief or other grounds.

The peak body of the Commonwealth Games movement is the Commonwealth Games Federation (CGF). The CGF vision is:

Building peaceful, sustainable and prosperous communities globally by inspiring Commonwealth Athletes to drive the impact and ambition of all Commonwealth Citizens through Sport.

The importance of respect for human rights is a high priority for the CGF and is reflected in its *Transformation 2022*³ strategy, unanimously endorsed by the CGF General Assembly in September 2015.

² <http://thecommonwealth.org/sites/default/files/page/documents/CharteroftheCommonwealth.pdf>

³ <https://www.thecgf.com/media/content/CGF-transformation-2022.pdf>

Transformation 2022 aspires to broaden the CGF's focus from the four-year operational cycle of hosting Commonwealth Games to a more far-reaching role as a global movement - focused on partnerships, engagement and value generation - that unites athletes, citizens and communities.

The CGF places a premium on inclusivity and bringing peace, sustainability and prosperity to wherever the CGF and its partners operate, and 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.

1.2 Mega Sporting Events

MSEs have increasingly come under scrutiny with respect to their impact on human rights. MSEs can bring significant short and long term benefits to a host community, such as development of social infrastructure, job creation and urban regeneration. However, they also have the potential to create adverse impacts as has been seen in some past events e.g. forced evictions, removal of homeless people or street children, construction deaths and allegations of "sweatshop" labour in the manufacture of merchandise and apparel.

The organisers of MSEs are increasingly aware of the need to respect and support human rights, as such events can be a powerful demonstration and example to other organisations and communities. However, they also wrestle with competing challenges such as short time frames and budgets and their 'one-off' nature. Lack of coordination or knowledge sharing across the broader sports sector contributes to the inability to have an integrated approach, which may impact some progressive outcomes.

In recent times, the organisers of MSEs have begun to address human rights issues through the development of sustainable sourcing practices and contractual requirements with suppliers, complaints mechanisms and the appointment of independent oversight bodies.

In December 2013 the Glasgow 2014 Commonwealth Games organising committee published its *Approach to Human Rights*⁴, which is understood to be the first ever MSE organiser to publish a human rights position statement, followed by its post-Games report⁵.

⁴ <http://www.glasgow2014.com/sites/default/files/documents/Glasgow%202014%20-%20approach%20to%20human%20rights%20-%20December%202013.pdf>

⁵ http://www.megasportingevents.org/pdf/2014-10-16-Glasgow-2014-Approach-to-Human-Rights_Post-Games-Update.pdf

2 Commitment to Respect Human Rights

The subject of human rights was an important one to all GC2018 Partners, who recognised their respective obligations to protect and respect human rights, and the importance of demonstrating the steps that were taken to deliver against these social obligations.

Unlike some Commonwealth countries that have an overarching human rights framework built into domestic legislation, such as a bill or charter of rights, Australia does not have specific human rights legislation at either federal or state level.

Australia is a signatory to the Universal Declaration of Human Rights and was a founding member of the UN, playing a prominent role in the negotiation of the UN Charter in 1945. Australia was also one of eight nations involved in drafting the Universal Declaration.

2.1 GOLDOC Human Rights Policy

GOLDOC demonstrated its commitment to human rights, transparency and accountability through the publication of its Human Rights Policy⁶ (Policy). This Policy guided and directed actions and decisions taken by GOLDOC in relation to matters associated with human rights in the planning and delivery of GC2018.

The Policy adopted the United Nations Guiding Principles on Business and Human Rights (UNGPs) as an appropriate reference standard to provide guidance to embed a human rights-based approach within the organisation.

2.2 UN Guiding Principles on Business and Human Rights

Application of the UNGPs by an organisation requires the implementation of the following business practices:

- To develop appropriate policies and procedures including a policy commitment to respect human rights;
- To conduct on-going human rights due diligence to identify, prevent, mitigate and account for how it addresses its salient human rights impacts, track effectiveness of measures; and
- To engage in processes to enable the remediation of any adverse human rights impacts that it causes or contributes to, which should be appropriate to the level of risk and the severity of the actual or potential impact.

⁶ <https://www.gc2018.com/sites/default/files/2017-11/Human%20Rights%20Policy%20GC2018.pdf>

3 Due Diligence

GOLDOC established a strong foundation of consideration for social impacts through its commitment to deliver a sustainable GC2018.

From an early stage, GOLDOC implemented a sustainability management system in accordance with the recently introduced international standard ISO20121, strong governance processes, a reporting structure and numerous advisory bodies and working groups.

Through the implementation of ISO20121, a materiality assessment was undertaken of the environmental and social impacts of GC2018, which highlighted some key social impact areas. Following the publication of the Policy, further due diligence and a gap analysis was undertaken to review impacts through a 'human rights lens'. This included a further risk and impact assessment and stakeholder consultation.

GOLDOC engaged a human rights specialist from Griffith University to assist in the identification of the most salient human rights issues, applying the tests of 'scale, scope and remediability'. Stakeholder consultation was an important component of identifying and affirming salient issues, which included the Australian Human Rights Commission, UNICEF (Australia and UK), local community legal centres, and human rights practitioners, both national and international.

This process resulted in the identification of the following key focus areas (in no particular order):

- Supply chain impacts
- Athlete well-being
- Local community impacts
- Security
- Work health and safety

While developing its approach to managing human rights issues, GOLDOC also consulted with and received support from a specialist human rights expert supporting the CGF.

The CGF has a formal Memorandum of Understanding (MOU) with UNICEF UK to strengthen human and child rights across the Commonwealth Games movement. As part of this project, UNICEF UK committed to supporting four Commonwealth Games and Commonwealth Youth Games Hosts (2017-2022) with their human rights and child safeguarding approaches, due diligence, and implementation procedures.

During GC2018, under the terms of the MOU, a UNICEF UK representative:

- Supported the GOLDOC Sustainability and Legacy team through monitoring of human and child rights related performance;
- Observed GC2018 with emphasis on security, athlete, worker and spectator welfare, with a view to identifying any potential human or child rights issues; and
- Engaged on a bilateral basis with stakeholders and attended meetings with bearing on human and child rights.

These observations will form the basis of work with the CGF to further strengthen the approach by both the CGF and future Commonwealth Games organising committees on human rights and child rights issues.

3.1 Supply Chain

All organisations should be mindful of inadvertently impacting human rights through their supply chain activities. Poor visibility or mismanagement can lead to negative consequences for the workers in these supply chains.

Being mindful of this, responsibly sourcing the goods and services required for GC2018 was always a key priority for GOLDOC.

At an early point in its evolution, GOLDOC conducted a thorough sustainability risk and opportunity analysis of its forward procurement schedule (FPS). The FPS identified all the goods and services to be acquired for the conduct of GC2018.

This high-level analysis identified environmental and social 'hot spots', i.e. impact areas of interest across GOLDOC's supply chain. Social risk software and input/output based life cycle assessment data was used to map the estimated spend across different procurement categories, as well as environmental and social risks, to generate a 'hot spot' heat map.

The analysis allowed GOLDOC to prioritise its sustainability efforts across the wide variety of products and services that it needed to procure for GC2018. GOLDOC subsequently refreshed its hot spot analysis as procurement planning and budgets were refined.

To implement its sustainable procurement approach, GOLDOC developed a Sustainable Sourcing Code (Code)⁷ that outlined GOLDOC's overall approach to sustainable supply chain management and what was expected of suppliers generally. It set out minimum requirements that all suppliers, including sponsors, were required to comply with when providing goods or services for GC2018. This included the requirement that all suppliers meet the requirements of the core International Labour Organisation's (ILO) conventions and local laws of the country in which the products or services were sourced.

⁷ https://www.gc2018.com/sites/default/files/GC2018_Sustainable_Sourcing_Code.pdf

The list of ILO conventions includes 190 laws that aim to improve the labour standards of people around the world. Some of the eight fundamental conventions include prohibitions on forced labour, child labour, the right to organise in a trade union and to suffer no discrimination.

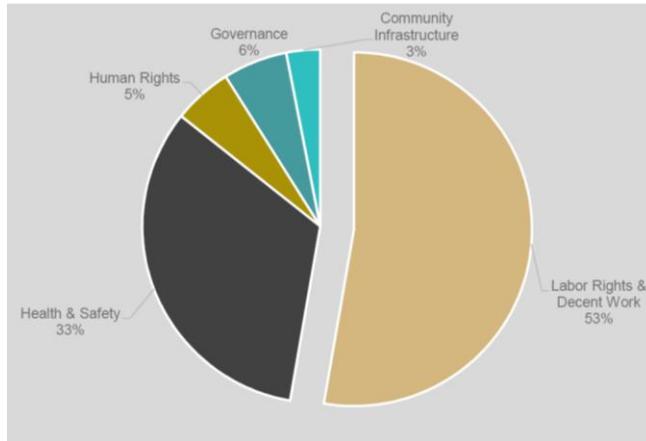


Figure 1: Social risk analysis

Social supply chain risks were further categorised into eight risk profiles: textiles; plastic goods; business services; construction services; electronic; communication; paper products; food products. By identifying these high-risk categories, efforts such as screening processes could be focussed appropriately.

As at 30 June 2018, GOLDOC had entered into 8,777 goods and services contracts to deliver GC2018. A large number of these (including all high risk packages) underwent screening and evaluation for environmental, human rights and labour rights (per ILO conventions and GOLDOC's ethical sourcing principles), industrial relations and work health and safety impacts as well as opportunities for both local businesses and Aboriginal and Torres Strait Islander businesses.

GOLDOC also worked with some suppliers to identify opportunities for improvements in sourcing practices. For example, GOLDOC and its master licensee, Matevents, worked closely with the mascot sub-licensee on the mascot production. The mascot plush production was identified as a key human rights risk area within the broader licensing program. The proposed manufacturing facility already held Sedex membership and had previously supplied to high profile MSEs and multi-national corporates. However, to meet GOLDOC's requirements and to support continual improvement legacies, Matevents sponsored the manufacturing facility to implement and third party certify to SA8000 – Social Accountability International.

GOLDOC also monitored its supply chain through monthly supplier reporting. This enabled continued visibility of manufacturing facilities and locations and ensured all goods were produced under the facility standards, systems and certifications agreed at contract award.

3.2 Athlete Well-Being

Athletes are the central focus of any major sporting event – without them there would be no event. For most competitors, years of preparation culminate in a single moment on the sporting field, where they must compete at their very best. This of course brings with it extreme pressure from fans, coaches, home nations and, of course, from the athletes themselves. GOLDOC had been preparing for years to ensure that it created an environment in which athletes could compete at their very best.

The health and safety of athletes was a key issue for GC2018. Some past MSEs have reported incidences of assault or rights abuses within athlete villages. Within the Commonwealth Games village (Village), Queensland Police Service (QPS) and the GOLDOC security team established a heightened presence with 24-hour support, including child protection services for those under 18. In addition, all child athletes were required to be accompanied by chaperones.

With child safety a particular focus, the *Safeguarding Children and Vulnerable Adults Policy* was developed to set a clear policy position within the organisation. The principles of this policy were also incorporated into the Workforce Code of Conduct along with other guideline materials.

A comprehensive Safety and Security Manual was developed and made available to every Commonwealth Games Association, team, athlete, technical official and International Federation.

GOLDOC respected freedom of religious belief, with a Multi-faith Centre established within the Village 'residential zone'. This centre was staffed from 7am to 11pm during GC2018, but accessible 24 hours a day. The rooms were used for formal religious services, individual prayer and meditation, individual counselling and/or pastoral care, to provide spiritual support, encouragement and confidential advice. To create a safe space for athletes, some of the services or gatherings were for athletes only. Professional mental health services were also available and accessed through the Village polyclinic if required.

The Multi-faith Centre was well attended, with 2,229 recorded visits during GC2018. Of these visits, 78% were from athletes and 22% from volunteers working within the Village.

The majority of visits (70%) were from practising Christians (including 10% Catholic) with 23% from those of the Islamic faith. The remaining visits comprised a mix of religions such as Hindu and Buddhism, with 3% of no faith. There were 13 LGBTI+ specific conversations along with 54 counselling sessions provided.

To support the athletes and help them to compete at their very best, a variety of local cuisine options were available in the Village dining hall, including gluten free and halal. The dining hall also operated extended hours to accommodate training

and competition requirements. The health of athletes was paramount, with nutritious food options available frequently throughout the 24-hour period.

A recognised emerging issue for athletes is around the competition entry rules for transgender athletes. Organising committees are bound by the entry rules of each International Federation. Currently, there is inconsistency in the approach across International Federations and this is an important issue for consideration by the sports' governing bodies going forward. Many International Federations are beginning to review their rules.

3.3 Local Community Impacts

The influx of tourists and sporting fans to a city during major sporting events can impact local residents in a number of ways, including through transport changes, accommodation availability and access to essential services.

3.3.1 Homelessness Issues

Major events can impact the way that public places are used and accessed by the community, including those experiencing homelessness. The construction of temporary venues and festival celebration zones across a city may make areas usually used for gathering, sleeping or the provision of services, inaccessible.

In the lead up to GC2018 it had been estimated that there were approximately 1,426 people on the Gold Coast who identify as being homeless⁸. This included people 'sleeping rough', staying in short term or emergency accommodation, living in temporary arrangements, or staying in unsafe or inadequate accommodation. Of these, it was estimated that there were approximately 180 people on the Gold Coast who were 'sleeping rough' in public places or improvised dwellings at any one time.

Following a review of past MSEs, the Queensland Department of Housing and Public Works (DHPW) with the support of several organisations including the Office of the Commonwealth Games (OCG), the City of Gold Coast, QPS, GOLDOC and the Gold Coast Homelessness Network (GCHN), developed a Homelessness Protocol⁹ and Guidelines¹⁰ for GC2018. The Protocol provided a framework for relations between officials and people experiencing homelessness in public places to ensure that:

- people were treated respectfully and appropriately;
- people were not discriminated against on the basis that they were experiencing homelessness;

⁸ ABS, 2011, Census.

⁹ <http://www.hpw.qld.gov.au/SiteCollectionDocuments/HomelessnessProtocol.pdf>

¹⁰ <http://www.hpw.qld.gov.au/SiteCollectionDocuments/HomelessnessProtocolGuidelines.pdf>

- an appropriate level of knowledge existed around providing assistance to people experiencing homelessness in public places; and
- access to appropriate services was available if needed and/or requested.

An 'action plan' supported the protocol, which aimed to coordinate stakeholders to provide people with the necessary support they may have needed to secure and sustain housing throughout and beyond GC2018. An event of the size of GC2018 can potentially put pressure on local accommodation and potentially impact available housing stock. The action plan was designed to put measures in place to mitigate potential impacts and support vulnerable renters.

Ultimately there was only one venue, Broadbeach Bowls, which directly impacted people living under an open-air shelter within the precinct. GOLDOC worked closely with the GCHN, QPS and other identified stakeholders to ensure a dignified response for those people who were impacted by additional security infrastructure and overlay.

There were no other identified impacts on people who were homeless, and at the time of writing, no identified increase in the incidence of domestic violence or homelessness during GC2018. DHPW will continue to monitor longer-term impacts following the conclusion of GC2018, with an evaluation report to be published in March 2019.

3.3.2 Get Set for the Games

Following two years of planning, the *Get Set for the Games* program was launched on Queensland Day, June 6, 2017.

The program was designed to help businesses and residents plan for GC2018 including a series of engagement activities such as workshops, information sessions, pop-up stalls, forums, one-on-one meetings, direct mail and online materials. These activities were aimed at helping people to better understand the changes to business as usual activities within the city, including transport, supplier delivery schedules and GC2018 events, which may all potentially have had an impact on the way the city usually operated.

The program was very well attended following its launch, with thousands of people reportedly accessing information through the program.



An important aim for GC2018 was to encourage people to use the extensive public transport system developed to support the event. This campaign was extremely successful, and traffic was very light during GC2018, with some saying it was the best it had ever been on the Gold Coast. There were no reported negative impacts on access to essential services, particularly for the elderly or vulnerable members of the community.

3.3.3 Embracing 2018

Considering the community's needs and expectations, along with legacy outcomes, was always at the forefront of GC2018 planning. The GC2018 Partners were committed to promoting healthy and active living, sharing knowledge, raising awareness and building capacity within the community to support long-term benefits from hosting GC2018.

The Embracing 2018¹¹ program was led by the Queensland State Government in conjunction with the City of Gold Coast, with the aim of maximising the opportunities presented by GC2018 to ensure lasting benefits for the whole of Queensland and more broadly for the benefit of all Australians. The Embracing 2018 program encompassed hundreds of individual projects aimed at supporting the local and broader community. This program and its outcomes will continue to be monitored for a number of years post-GC2018.

3.4 Security

Ensuring the safety of hundreds of thousands of people attending MSEs poses a challenge for any security team, particularly in this day and age. There is always

¹¹ <https://www.embracing2018.com/embracing-2018-overview>

a need to balance protection against threats such as terrorism, with the use of unnecessary force that may impact human rights.

GOLDOC's security team developed a comprehensive safety and security program that focussed on the rights and expectations of all people that they would attend a safe and secure event.

There were no major security breaches or terrorist incidents during GC2018 and very few minor incidences.

3.4.1 Safety and Training

In maintaining a safe and secure environment for the GC2018 community, many security measures were implemented to ensure people felt safe whilst experiencing minimal disruption. However, in limited situations a person could be requested to provide additional information or volunteer to a personal search. Every person had the right to refuse to comply with any of the GC2018 venue entry conditions, however for the safety of other people, if they failed to assist security staff, they could be refused entry.

In the case of personal searches, the security team developed dedicated standing operating procedures with respect to the search of persons, including those with disabilities, to ensure that all people were treated with dignity and respect. Modules on client service, human rights issues and cultural awareness were included in the mandatory training undertaken by all security guards deployed for GC2018.

Training was an essential component of the security program and applied to all roles, including security officers, security supervisors, security screening officers and security screening supervisors.

Of the training undertaken, topics in the area of human rights included:

- Indigenous recognition and the role of the GC2018 Reconciliation Action Plan
- Para sports program
- Use of force (UOF) – the Law in Queensland and UOF as a Police responsibility
- Positional asphyxia – highlighting the dangers
- Vulnerable Persons, including:
 - Elderly
 - Children and young persons (including young athletes in the Village)
 - People with disabilities
 - Homelessness
- Embracing diversity
- Cultural awareness
- Religious sensitivity
- Gender neutral communication

- LGBTI+ issues
- GOLDOC Human Rights Policy and its implications

Almost 40,000 hours of face-to-face training was delivered to the GOLDOC security team, further supported by online training modules. In addition, a full quality assurance program was conducted before, during and after GC2018 to ensure training quality. QPS similarly conducted its own GC2018 training program.

3.4.2 Child Safety

As referred to earlier, GOLDOC was committed to safeguarding the welfare of children and adults at risk of harm who came into contact with, or were within its workforce (staff, contractors and volunteers) or constituent groups (athletes, Games Family, spectators, visitors and members of the public). This commitment extended to protecting children and adults at risk from harm, promoting their wellbeing and minimising any risk of abuse.

All GOLDOC functional areas (FAs) were required to consider the GOLDOC policy during planning and implementation and, where necessary, develop further procedures to ensure the safeguarding of children and adults at risk of harm within their areas of concern. The safeguarding policy set out the expected responsibilities when working or having contact with children and adults at risk of harm while undertaking their duties. Failure to comply with this policy would constitute a serious breach with associated penalties.

There were no child safety issues during GC2018 affecting athletes, workforce or spectators, including incidents of lost children. The spectator services team made wristbands available to parents for children to provide emergency contact details, and these were well used.

3.4.3 Data Protection

Security concerns also included the protection of personal data. All GC2018 Partners are subject to laws about the management of information. In Queensland, all personal information that is collected, received, transferred or stored is managed in accordance with the *Information Privacy Act 2009 (QLD)*, the *Privacy Act 1988 (Cth)* and the Australian Privacy Principles.

GOLDOC made its Privacy Policy available publicly on its website and included reference to the policy whenever required to manage personal information.

GOLDOC took reasonable precautions to deal with personal information lawfully and to protect it against loss and unauthorised access, use, modification, disclosure or other forms of misuse. Some examples of the safeguards GOLDOC used to protect personal information included password protection on all computers and IT systems, backups, firewalls, anti-virus software, monitoring of unauthorised access, restriction of web browsing, data leakage protection

systems, restricted access to offices, staff security awareness and induction training for all employees on information security and confidentiality procedures, along with regular back up of databases.

If an individual wanted to access their personal information at any time, the individual could contact GOLDOC through the contact details listed on its website. GOLDOC also had strict access requirements to ensure that the individual was appropriately identified before GOLDOC provided access to personal information.

3.4.4 Right to Peaceful Protest

In Queensland, people have the right to protest peacefully. QPS has operational procedures and processes in place to ensure that crowd management and demonstrations are responsibly managed. Wherever possible, QPS works with demonstrator representatives to form a 'safety committee' prior to the demonstration to define limits of acceptable behaviour, identify march routes and develop plans to safely manage any major evacuations or other emergencies.

During GC2018, indigenous protestor groups held a number of protests. GOLDOC and the QPS had already established communication channels with these protestors prior to GC2018 – GOLDOC through its Indigenous Working Group and Yugambah Elders Advisory Group; and QPS through its specialist liaison officer.

The protestors staged several protests throughout the course of GC2018 and set up a permanent campsite at the northern end of the Broadwater. Although there were some arrests, this was largely attributable to two or three main activists.

3.4.5 Commonwealth Games Village

The comprehensive GC2018 Safety and Security Program and large police contingent contributed to the very positive and safe atmosphere in the Village. The Village police and security guards were hand-picked, appropriately trained, approachable and well accepted by the athletes and officials in the Village. The police were skilled in engagement and the security guards were trained on their approach to and behaviour around athletes. No formal complaints were received from any athletes, Chefs de Mission or other team members about the behaviour of police or security guards within the Village.

There were no reported incidents of any nature apart from one allegation of sexual assault within a team that resulted in an arrest by QPS.

3.5 Work Health and Safety

The work health and safety (WHS) of the workforce and all attendees should be first and foremost in the minds of any event organiser. This is particularly so in the case of MSEs where new infrastructure builds and large amounts of temporary overlay can result in greater risk of injury.

GOLDOC was committed to ensuring that GC2018 was delivered in a safe manner that protected all workforce and others who participated in GC2018, such as athletes, Games Family, spectators, visitors and members of the public. In addition, GOLDOC had a legislative obligation under the *Work Health and Safety Act 2011* to ensure, so far as reasonably practicable, the health and safety of workers and other persons.

GOLDOC implemented a WHS policy and associated policy statement to align these obligations with GOLDOC's requirements and positioned GOLDOC to not only meet the WHS legislative obligations, but drive towards the safe delivery of GC2018.

The WHS policy and associated statement articulated a clear commitment that GC2018 would be delivered in a safe manner that would protect all workforce and constituent groups and meet GOLDOC's legislative requirements.

A WHS framework was also implemented which supported the WHS policy. This framework provided the overarching structure for the development and implementation of a WHS management system that supported, and was contextualised by, GOLDOC's unique operations and activities. The WHS framework was supported by specific procedures and guidelines.

The Code also set out WHS requirements which needed to be adhered to when supplying goods and services to GC2018, particularly goods supplied for the future use of children, such as merchandise and toys.

There were no fatalities involving workforce or participants connected with GC2018 since the establishment of the organising committee in 2012, particularly during the infrastructure build program and during the key operational period of 25 March to 20 April 2018.

GOLDOC had robust policies, procedures and systems in place to ensure the delivery of a safe GC2018. GOLDOC's activities included a number of pre-GC2018 assurance and readiness reviews, where the WHS framework developed for GC2018 was confirmed as fit for purpose and meeting due diligence requirements.

GOLDOC's review highlighted a continual need for ongoing assurance activities on venues to ensure that hazards were identified and addressed by applying the requirements of the WHS framework and Management System with reliance on workforce taking responsibility for their own safety.

During the broader GC2018 operational period, a total of 483 incidents were reported from a population which included athletes and team officials, Games Family, technical officials, media contractors, workforce (staff and volunteers) and spectators – in all, almost 1.3 million people. At that point in time GOLDOC, by size and scale, would have been one of the largest business operating in Queensland, albeit for a very short period.

The majority of reported incidents were typically categorised as slips, trips and falls resulting in minor injuries and illness. The following table details the breakdown of incident types:

Incident Type	Total			
	Staff	Contractor	Other*	Total
Dangerous Incident	0	4	1	5
Environmental	0	2	0	2
HR Issue	1	0	5	6
Injury/Illness	26	83	229	338
Journey	0	0	1	1
Lost Time Injury	1	0	0	1
Near Miss	2	9	61	72
Property Damage	3	6	9	18
Theft/lost/Missing	0	0	1	1
Hazard	4	3	32	39
Total Reported	37	107	339	483

*Other includes, volunteers, spectators, athletes and Games Family

4 Commitment to Promote Human Rights

As referred to earlier, the CGF places a premium on inclusivity and bringing peace, sustainability and prosperity to wherever the CGF and its partners operate. A key focus is to ensure that these events leave a positive and lasting impact on Commonwealth Games host communities.

GC2018 was an event for the whole community and this was instilled within GOLDOC's policies and planning.

4.1 Reconciliation Action Plan

An important and early-identified opportunity for GC2018 was to ensure that this global event presented genuine and meaningful outcomes, including social and economic opportunities, for Aboriginal and Torres Strait Islander people. As the first of its kind for a major Australian event and for a Commonwealth Games, the GC2018 Reconciliation Action Plan (RAP) provided a unique opportunity to educate a large and diverse audience on Aboriginal and Torres Strait Islander cultures.

Formed in collaboration with GOLDOC, the Queensland State Government and Reconciliation Australia (RA), the development of the GC2018 RAP was announced in May 2015. Utilising RA's three-fold structure - respect, relationships and opportunities - it incorporated the following five key commitments:

1. Increased procurement opportunities for Indigenous businesses
2. Increased employment and training for Aboriginal and Torres Strait Islander people
3. Increased Indigenous participation in healthy active lifestyle initiatives
4. Increased awareness of Aboriginal and Torres Strait Islander language, culture and history
5. Improved connections with Aboriginal and Torres Strait Islander communities

Promoting authenticity in GC2018 activities was paramount. Consultation with the GOLDOC established Yugambah Elders Advisory Group and Indigenous Working Group leveraged mutually beneficial relationships between GC2018 Partners and community, informing a greater respect for and acknowledgment of the commitment and contribution of both groups.

From a Commonwealth perspective, the GC2018 RAP also provides a guiding framework for other Commonwealth Games host nations to show leadership towards reconciliation with their First Peoples.

At the time of preparing this report, almost \$5 million in contracts or sub-contracts for Aboriginal and Torres Strait Islander-owned businesses had been awarded directly by GOLDOC or through GOLDOC appointed contractors; and provided employment and training opportunities for more than 600 Aboriginal and Torres Strait Islander people.

GOLDOC was proud that the efforts of all involved were recognised in its announcement as a joint winner in the Premier's Reconciliation Award held in May 2018.

4.2 An Accessible Games

One of the key sustainability priorities was to deliver an accessible and inclusive event, and GOLDOC made a public commitment to do so from an early stage. Throughout planning, GOLDOC applied these key principles to all aspects of GC2018 delivery. To support this work, GOLDOC engaged an accessibility specialist to work with the organisation through to 2018.

GOLDOC's approach to integrating accessibility within the organisation included policy development, venue designs and service levels, inclusive communications, and cross-partner activities including transport planning, training, education and engagement.

GOLDOC's Accessibility, Diversity and Inclusion policy was developed in February 2016, setting out GOLDOC's overarching approach to delivering an event that was inclusive for all participants. The policy outlined GOLDOC's commitment to a corporate culture that embraced diversity and created an inclusive environment.

Accessible communications were also a key focus for GC2018 and the gc2018.com website aimed to conform to Level AA of the *World Wide Web Consortium's Web Content Accessibility Guidelines 2.0*. Training and awareness materials were developed to educate staff and volunteers about accessibility issues.

Working with the GC2018 Partners was an important element in integrating accessibility considerations into the planning and delivery of GC2018. For example, the Department of Transport and Main Roads delivered an accessible public transport solution for spectators and workforce to travel to GC2018 events.

4.2.1 Engagement

In November 2016, GOLDOC hosted an Accessibility Forum involving 40 representatives from 20 different organisations in the Queensland community. The forum provided an opportunity for GOLDOC to engage with a range of different perspectives, as community groups shared feedback on plans in key areas such as transport, volunteering and spectator services.

As part of its planning, GOLDOC's accommodation team developed an accessibility questionnaire to identify suitable accommodation for Games Family clients with accessibility needs. Accommodation operators on the Gold Coast undertook a self-audit of their properties. The responses to these questionnaires were provided to the City and Gold Coast Tourism (GCT), forming the basis for accessible accommodation options in Destination Gold Coast's accommodation portal. This was the first time GCT held a comprehensive database of accessible accommodation options for the Gold Coast, which will serve as a legacy for future events.

As a direct result of collaboration between GOLDOC's accommodation and sustainability teams and GCT, in February 2017, GCT and the City hosted the Gold Coast's first Accessible Tourism Forum. Over 170 people, representing tourism operators, hoteliers, local councillors and accessibility groups registered to attend, giving the opportunity to gain greater understanding of the accessible tourism market and to highlight some of the great work happening in this sector on the Gold Coast.

This work held broader implications beyond the Gold Coast and aligned with the Queensland State Government's aims set out in its publication 'Inclusive Tourism – Making your business more accessible and inclusive'.

4.2.2 Games Shapers Volunteer program

Over 47,000 volunteer applications were received for the GC2018 volunteer program, with 15,000 roles ultimately being filled. Volunteers played a crucial role in supporting the successful outcomes of GC2018 and contributed almost 900,000 hours over more than 100,000 individual shifts across 24 venues.

Diversity of volunteers and volunteer roles was an important aim of the program. GOLDOC made a public commitment to recruit a diverse group of volunteers with a broad array of talents, skills and experience representative of Queensland's diverse population. GOLDOC encouraged people of all cultures, faiths, ages and abilities to be part of the GC2018 volunteer program. The aim of the program was to provide an accessible and integrated recruitment process and work environment that broke down barriers and enabled a fair and consistent experience for all volunteers.

Of the total applications received, 1.9% identified as Aboriginal or Torres Strait Islander, with 1.55% ultimately accepting roles; and 2.4% of total applications received were from people who identified as having a disability, with 2.3% ultimately accepting roles.

4.2.3 GC2018 Para-Sport Program

In 2002, for the first time in Commonwealth Games history, indeed at any multi-sport event in the world, para-sports were included in a fully inclusive sports program for the Manchester 2002 Commonwealth Games. In 2018, the

integrated para-sport program for GC2018 was the most extensive yet in Commonwealth Games history. The new and expanded program was announced on Commonwealth Day, 14 March 2016, and timed to celebrate the 2016 Commonwealth theme of an 'Inclusive Commonwealth'.

The GC2018 para-sport program hosted close to 300 para-sport athletes across 38 medal events in seven sports, representing an increase of 45% more athletes and 73% more medals compared to the para-sport competition staged at the Glasgow 2014 Commonwealth Games.

The sports contested by para-athletes during GC2018 included athletics, swimming, lawn bowls, para-powerlifting, track cycling, table tennis and triathlon. In addition to the swimming and athletics programs doubling in size from any previous Commonwealth Games, GC2018 was the first Commonwealth Games to host para-triathlon and wheelchair marathon (T54) events.

The public response to the integrated para-sports program was overwhelmingly positive. For many, it was the first time that they had attended a para-sport event. Even though this wasn't the first time that the Commonwealth Games showcased an integrated para-sport program, given the size and breadth of the program, it received more media coverage and exposure than ever before.

4.2.4 The Kurt Fearnley Effect

Part of the GC2018 journey since the bid, international para-athlete and marathon winner, Kurt Fearnley, served as a GC2018 Ambassador and member of the GOLDOC's Sport and Technical Committee (a sub-committee of the GOLDOC Board). Kurt has captured the hearts of all Australians with his hard work and dedication to raising awareness of the needs of people with disabilities and their families, and embodied GC2018's aim to inspire a more inclusive and accessible community.

Kurt won the gold medal in the GC2018 T54 Wheelchair Marathon – the first time that this event was held at a Commonwealth Games. Immediately after his Marathon win, Kurt and his wife, Sheridan, joined with 6,600 others for the Commonwealth Games' first ever 5-kilometre community fun run, named "GC2018 Gold Run". This event took place simultaneously with the men's and women's marathon races.

4.3 Gender Balance

For the first time ever in the history of a major multi-sport event, there were an equal number of medal events for men and women, following the addition of seven additional women's events for the GC2018 sports program.

The major announcement, made in October 2016 at the CGF's inaugural Sports Summit, ensured that GC2018 would have a 50/50 split of medal moments for men and women - a sporting first in the history of a major multi-sport event.

Indeed, the very first medal won at GC2018 was by a female athlete in the sport of Triathlon.

This is a significant step towards the realisation of the CGF's strategy for gender equality. Following the approval of a far-reaching Gender Equality Strategy at the 2016 CGF General Assembly in Edmonton, Canada, the CGF has been fully committed to implementing a number of specific gender-balance initiatives across its governance and management structures, and to championing and influencing gender balance through the Commonwealth Games, connections and partnerships.

Numerous research projects have found imbalances in the portrayal of men and women in sport. Researchers, media and athletes have highlighted a number of inequities that currently exist, not just in quantity of coverage, but also in content and style. This coverage includes imbalance in placement, prominence, language and tone, narratives and imagery. To counter this, the CGF aims to promote a more balanced portrayal of female athletes in coverage surrounding the Commonwealth Games.

Louise Martin CBE, elected as the Federation's first-ever female President, said: *"I've asked our Transformation 2022 Gender Equality Taskforce to leave no stone unturned as they explore how Commonwealth sport and everyone in our diverse sporting family can better deliver for women and girls...There is a fundamental responsibility and exciting opportunity to redress the imbalances for women and girls in sport, leadership and society as a whole."*

This industry leading approach to gender equality includes promoting the equitable portrayal of male and female athletes in media throughout the Commonwealth Games in 2018 and beyond.

GC2018 is the first Commonwealth Games at which 50% of the technical officials in the sports of Basketball, Hockey and Swimming were women. It is also the first Commonwealth Games at which the CGF conducted the Women's Coaching Internship Program - a program that offered 20 aspiring female coaching hopefuls from across the Commonwealth the chance to be mentored by the very best women coaches.

4.4 LGBTI+

In 2016-17, GOLDOC took part in the inaugural Pride in Sport Index (PSI), an Australian-first benchmarking program, designed to measure the inclusion of lesbian, gay, bisexual, transgender, intersex (LGBTI+) people within Australian sport. An initiative of the Australian Human Rights Commission and the Australian Sports Commission, it assists Australian sporting organisations to determine what constitutes good practice and to benchmark their own initiatives against both an external measure and other sporting bodies.

GOLDOC was able to participate for the second year in a row and lodged its submission for 2017-18 soon after GC2018, having made a number of improvements over the previous 12 months. GOLDOC was proud to receive a major award at the Australian Pride in Sport Awards in June 2018 which recognised outstanding achievements in LGBTI+ inclusion in sport, measured against the PSI. GOLDOC received the Achievement Award for the Most Improved, improving a record 20 percentage points over the previous year.

Over the years GOLDOC staff took part in a number of activities including the Gold Coast Glitter Festival, Brisbane Pride, the Rainbow Laces initiative and community engagement and consultations. An internal working group was also established for employees to help contribute to a positive and supportive work environment for LGBTI+ employees.

From 28 March to 15 April 2018, the local Gold Coast LGBTI+ community hosted the 2018 Pride House Gold Coast. This initiative built upon other successful Pride Houses held at previous equivalent events and was the first time that a Pride House had been held in the southern hemisphere. GOLDOC played a key role in helping the local community to conduct engagement activities, to establish a working group to support planning, and chaired and hosted working group meetings. Once established, the community took control of the delivery of Pride House.

4.5 Gold Coast Community Fund

GOLDOC appointed the Gold Coast Community Fund (GCCF)¹² as the official GC2018 charity. Established for more than 16 years, the GCCF seeks to raise funds through a variety of initiatives creating central funding for distribution to charities, community organisations and individuals in need of ongoing and emergency support. These recipients are wide reaching and include national organisations with local branches.

The headline fundraiser for the GCCF was the GC2018 Charity Gala held on 4 November 2017 at The Star, Gold Coast, which raised over \$300,000 for the GCCF. This event was recognised as one of the largest amounts raised at a charity gala in the Gold Coast's history.

Following GC2018, GOLDOC donated the proceeds from an online auction of GC2018 memorabilia.

Further fund raising and awareness opportunities were also made available within GC2018 venues and through online sales and donations.

¹² <http://www.gccommunityfund.org/>

4.6 It's a Penalty

GOLDOC partnered with the Happy Child Foundation (HCF) in promoting the *It's A Penalty* (IAP) campaign. IAP is an international campaign designed to raise awareness of child safety through sports advocates and ambassadors.

HCF partnered with local NGOs, Bravehearts, A21 and Red Frogs (three Australian-based charities) that provided on-ground logistical and staffing support. HCF also worked more broadly outside of the GC2018 environment to continue to bring attention to this important issue.

In total, IAP's on-the-ground reach in Australia during GC2018 was estimated to be 1,911,000 sporting fans, spectators, and local residents. This figure was reached through a variety of ways:

- IAP's campaign film reached up to 1.2 million spectators, via screening in all GC2018 competition venues throughout GC2018.
- IAP setup an in-venue activation space at Carrara Stadium where a team of 20 trained volunteers (provided by Bravehearts, A21 and Red Frogs) interacted with approximately 15,000 spectators.
- IAP produced campaign wristbands, informative banners and Australia flag temporary tattoos, as draw cards to engage with spectators.
- IAP information and wristbands included in welcome packs provided to 10,000 GC2018 attendees, including athletes, officials and media personnel.
- 50 hotels and 30 bars across the Gold Coast participated in the IAP campaign by displaying and distributing information materials to guests throughout GC2018.
- 650,000 people reached with the IAP campaign film being shown in 11 cinema locations across Australia.

4.7 Festival 2018

Alongside the sports competition, the Festival 2018 program of arts and cultural activities provided something for everyone, as well as providing a platform to highlight important issues.

Festival 2018 was a bold, aspirational twelve-day program of arts and cultural events that was conceived to galvanise the city, inspire audiences, and help celebrate GC2018. The narrative was clear – “we encounter the world, we change the world and we celebrate what we have done together”, closely matching the dynamics of the Commonwealth Games themselves.

This story was realised through an extensive suite of events, performances, activities, installations, commissions and other activations – all free, all accessible and all designed to maximise reach, impact and opportunity.

The program included events on the Gold Coast, Brisbane, Cairns and Townsville involving over 4,500 performers with more than half of the works produced locally, and a large proportion produced by Aboriginal and Torres Strait Islander people.

The Festival 2018 Gold Coast program included a diversity of cultures with representation from fifty countries and all Commonwealth regions through music, performance, and film. The Roundabout stage featured artists from New Zealand, South Africa, India, United Kingdom and Australia, with highlights including spectacular physical performances by Mallakhamb India and Soweto Skelton Movers. The Surfers Paradise main stage featured artists from twenty Commonwealth countries from Belize to Bangladesh to Botswana.

Performances and installations were planned with accessibility in mind, to ensure the broadest possible participation by spectators. Auslan interpreters signed all theatre-style shows, with wheelchair access also available for performances held on Gold Coast's beaches.

Festival 2018 Gold Coast commissioned and presented four shows featuring artists with a disability, including:

- *Hurihuri* with Rodney Bell
- *Intimate Space* by Restless Dance (presented by Bleach* Festival)
- *Sea* by Blue Roo
- *The Rising* by Circus Corridor

Festival 2018 Gold Coast included 35 Aboriginal and Torres Strait Islander projects, including 17 projects with an Indigenous lead, 13 projects with Indigenous artists and 5 projects with Indigenous collaborators. Aboriginal and Torres Strait Islander projects and artists were programmed across every stage and site including major new works such as:

- *Gathering* involving the Yugambeh Dancers and dance groups from across Queensland
- *Intertwined* with Grace Lillian Lee and Fiona Wirrer-George working with local visual artists, models, and dancers
- *Weaving Water Stories* curated by Freya Carmichael and designed by Lisa Sorbie-Martin.

Yugambeh culture was represented through local performances such as the Yugambeh Youth Choir and through the Jarjums Learning Place, which provided a space for children and their families to engage in the Yugambeh language.

4.7.1 One Million Stars to End Violence

Brisbane-based artist Maryann Talia Pau first launched the '1 Million Stars to End Violence' project in 2012.

Throughout the project, Commonwealth communities helped weave well over one million stars to shine a light on a campaign to end violence in the community and create a spectacular art installation for GC2018, providing a visual display of Commonwealth solidarity opposing violence against women and community violence more broadly.

As part of the global project, Maryann hosted weaving workshops around the world, establishing 100 'weave communities' to make and collect stars for the installation, and toured several Commonwealth nations.

Maryann hopes the project will remind people that while ending violence is a global human crisis that presents significant challenges, it could be done if we had courage and worked together.

Installations were created using the almost two million stars ultimately created and were displayed in Brisbane, the Village and other GC2018 venues.

4.7.2 Women of the World

Women of the World (WOW) aims to celebrate the many achievements of women and girls, examining the obstacles that prevent them from reaching their full potential, looking for solutions and building communities of women across social, economic and cultural divides.

A partnership with WOW Australia supported a delegation of five emerging women leaders to actively participate in the inaugural Brisbane WOW Festival in June 2015. Members of the delegation included young Queensland women and their counterparts from Commonwealth member nations in the Pacific Island region.

As part of the GC2018 arts and culture festival, Festival 2018, WOW brought together women and girls from over twenty Commonwealth countries. The event, held over three days, joined thought leaders, artists and women from around the world including many First Nations women, to celebrate our passion, cultures and diversity and talk about the real issues affecting women and girls.

5 Access to Remedy

In adherence to the UNGPs, a variety of mechanisms were established to deal with potential complaints, dependent on the stakeholder group affected. GOLDOC recognised that effective handling of complaints, enquiries and feedback was a vital part of ensuring customer satisfaction, maintaining GOLDOC's reputation and contributing to the best possible delivery of GC2018.

GOLDOC established a Complaints Handling Framework¹³ consistent with:

- International Standard ISO 10002-2014 Customer Satisfaction: Guidelines for Complaints Handling in Organisations
- The Queensland Ombudsman's Guide to Developing Effective Complaints Management Policies and Procedures
- *Public Sector Ethics Act 1994*

The framework established by GOLDOC included policies, guidelines, templates and procedures for the best practice management of customer feedback and concerns. This included the establishment of roles and responsibilities within GOLDOC for responding to and taking action on feedback from customers that reflected the expectations of the organisation and GC2018 Partners.

GOLDOC recognised that although it was not directly responsible for all GC2018 related activity, it would be seen by some customers as a central point of receipt for all customer enquiries in relation to GC2018. This meant that GOLDOC established processes to capture and channel feedback into the relevant supporting agencies. Equally, it was recognised that complaints and feedback could equally be received by other GC2018 Partners and therefore provision within the framework was made to manage this.

The framework was also designed to support operations in the lead-up to and during GC2018, recognising the potential for increased levels of feedback when GC2018 was underway.

A Procurement Complaints Policy and associated guideline was also implemented to set out the specific requirements mandated by GOLDOC for managing procurement complaints. The policy and guideline were designed to also complement the GOLDOC Customer Feedback Framework. Aligned to this policy and the Code, provision was also made for the establishment of management and monitoring processes and procedures within GOLDOC's supply chain.

GOLDOC's also established a Whistleblower Policy¹⁴ which set out GOLDOC's commitment to assessing and responding to any public interest disclosure and

¹³ <https://www.gc2018.com/sites/default/files/2017-09/Customer%20Feedback%20Framework%20-%20Policy.pdf>

¹⁴ <https://www.gc2018.com/sites/default/files/2017-09/Whistleblower-Policy.pdf>

disclosure of any alleged genuine serious wrongdoing by GOLDOC's workforce, a supplier or partner of GOLDOC and any member of the public. GOLDOC encouraged anyone to report any serious wrongdoing associated with the organisation. The policy set out various methods of disclosure including a dedicated email address, postal address, government contacts such as the Crime and Corruption Commission, the Queensland Ombudsman and a third-party hotline.

Although not necessarily 'public facing', given the nature of some of the constituent groups involved in GC2018, processes were also put in place to deal with issues or complaints from specific stakeholder groups, such as athletes or Games Family members.

6 Governance and reporting

GC2018 was underpinned by a robust governance framework. This extensive governance framework was established very early on, both within the organising committee and across the GC2018 delivery partnership. All human rights issues were managed within this established framework, which included:

- GOLDOC Board and committees
- Strategic leadership group
- A partner-wide executive leadership group
- Domain-specific leadership teams
- GC2018-wide coordination teams
- A series of working groups and implementation teams
- The broader sustainability program with specific attention to human rights issues

Regular reporting processes including Board meetings, committee meetings, regular reporting to the CGF with a CGF formal review conducted every six (6) months, annual reports and sustainability reports further underpinned this governance framework. Any potential human rights issues were subject to this governance framework and could be escalated depending on the seriousness of the issue.

Human rights issues or outcomes from GC2018 could also be reported publicly via GOLDOC's annual sustainability report.

7 Awards

The hard work and dedication of the GOLDOC team and the cooperation of GC2018 Partners and the local community resulted in the organisation receiving a number of awards over the course of its existence. Perhaps one of the most rewarding of these was in December 2017 when GOLDOC was shortlisted as a finalist in the Business category of the Australian Human Rights Awards.

Appendix A – GC2018 Partners

Gold Coast 2018 Commonwealth Games Corporation (GOLDOC)

GOLDOC was established on 1 January 2012 pursuant to the *Commonwealth Games Arrangements Act 2011 (Qld)*. Its purpose was to plan, organise and deliver GC2018. GOLDOC received funding from the Queensland State government and is accountable as a statutory authority. GOLDOC's performance (including its financial performance) was reported annually in its Annual Reports.

Office of the Commonwealth Games (OCG)

The OCG, within the Department of Innovation, Tourism Industry Development and the Commonwealth Games (DITID) led a coordinated approach to the Queensland Government's delivery of GC2018. OCG led the Queensland Government statewide program, Embracing 2018, to maximise the legacy benefits from hosting the Commonwealth Games.

City of Gold Coast (City)

The City established a Commonwealth Games unit responsible for delivering city operations, city legacy and arts and cultural program initiatives in support of GC2018. It provided key supporting city services to GC2018 as well as maintaining 'business as usual' throughout the City.

The Australian Government

The Population Health and Sport Division, Department of Health within the Australian Government, implemented operational support for security, immigration, customs, intellectual property, tourism, communications and federal legislative matters. The Australian Government also worked with Queensland Government departments and the City on coordinated security strategies.

Commonwealth Games Australia (CGAus)

CGAus is the national body responsible for organising the Australian Commonwealth Games team which amongst many responsibilities provides and organises funding, clothing, travel, accommodation and accreditation of athletes and officials to each Commonwealth Games.

The Commonwealth Games Federation (CGF)

The peak body of the Commonwealth Games movement is the CGF. An honorary Executive Board currently governs the CGF with financial, legal and marketing services provided to it. The CGF owns and controls the Commonwealth Games and all rights relating to them.



Gold Coast 2018

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