
VQ Photography and Videography Policy

Policy:	VQ Photography and Videography Policy	
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1. Background

This policy outlines Volleyball Queensland (VQ) approach to safeguarding the privacy of individuals when images or videos are obtained, used and published by all Relevant Persons.

Taking and sharing images is a common and valuable part of sporting events, but VQ must ensure that photography practices respect privacy, safeguard minors, and align with the National Integrity Framework and the Volleyball Australia photography guidelines. This policy also references the VQ Child Safety policy relating to photography of Children.

In Australia, there are no laws prohibiting photographing and filming people (Including children) in public places. However, in circumstances that VQ has been given control over a public place (indoor or outdoor) with the agreement of the local government or proprietor of the venue, VQ will be able to control access by photographers to the area.

The rules governing the taking of photograph(s) and video(s) exist to safeguard the privacy and safety of people (including and especially children) from exploitation and inappropriate use of their image without placing undue restrictions on legitimate activities.

This Policy applies to VQ Relevant Persons in Australia. This includes, as far as practicable, visitors, suppliers, partners and contractors.

2. Definitions

Authorised Photographer: A person formally approved by Volleyball Queensland (VQ) to take photographs or film at VQ-sanctioned events. This may include contracted official event photographers, professional photographers, VQ staff, accredited volunteers, or event media partners.

Consent: Permission granted for a person's image or likeness to be captured and used. For minors, consent must be obtained from a parent or guardian. Consent is typically collected during VQ's annual membership registration process or through a Photography and Video Consent Form when required.

Any Relevant Person who does not consent to image usage must notify VQ in writing at the time of registration or as soon as practicable.

Image: Any still photograph, video recording, digital image, or likeness of a person captured in any medium or format, including but not limited to print, film, video, livestream, or digital media.

Identifiable Image: An image in which a person can be recognised either directly (e.g., facial recognition) or indirectly (e.g., through identifying details such as name, team, number, club, or event location)

Minor: A person under the age of 18 years.

Official Use: Use of an image for VQ-related purposes including, but not limited to, event promotion, social media posts, website content, printed publications, marketing materials, media releases, livestreams, and sharing with Volleyball Queensland or approved third parties for volleyball-related activities.

Personal Use: Use of an image for personal, non-commercial purposes, such as sharing with friends or family or posting on personal social media accounts, provided it complies with VQ's Photography & Filming Guidelines and the VQ Child Safety Policy.

Photography: a term used interchangeably with photos and filming. Photography includes but is not limited to camera, mobile phone photos, tablet photos and any other form of still captured images.

Video: a term used interchangeably with video recording and live streaming. Filming includes but is not limited to video, mobile phone video, tablet, and any form of moving capture images.

Relevant Persons: A member of VQ including participants, employees, members, athletes, coaches, referees, administrators, officials including referees, umpires, technical officials, directors, committee members, spectators, support staff, volunteers, and minors or young people.

Sensitive Area: Any location where a person has a reasonable expectation of privacy, such as change rooms, toilets, showers, or medical treatment areas. Photography or filming in these areas is strictly prohibited.

3. Consent and Types of Consent

VQ requires consent for official promotional use of identifiable images. Consent ensures that individuals' images or likenesses are captured, used, and shared in a manner that is respectful, transparent, and consistent with VQ's commitment to privacy and child safety.

Consent must be obtained before:

- Taking identifiable photos or filming an individual for official or promotional use.
- Publishing or sharing identifiable images online or in printed materials.
- Live streaming games or events where individuals may be clearly identifiable.
- Sharing images with third parties (e.g., Volleyball Australia, media outlets, sponsors).

Images or videos taken of relevant persons with the intent to publish or share, should only be done if appropriate consent is obtained from any relevant persons. In the case of minors, consent from both the relevant persons, and the parent/guardian of the relevant persons is obtained.

Consent is collected during VQ's annual membership registration process through the VQ membership portal.

3.1 Types of consent:

Written Consent: Collected through VQ's membership registration process via the membership portal. Where images are to be used for a purpose outside the scope of registration consent, a separate written consent form will be used.

Verbal Consent: Acceptable for informal or situational photography, but should be documented where practical.

Parental/Guardian Consent: Mandatory for all minors (under 18) before their image can be captured or used.

Implied Consent: May be considered if clear signage is displayed at the venue stating that photography/filming will occur, but only where individuals have an opportunity to opt out.

Specific Event Consent: Additional written consent may be required for special events or activities where VQ intends to capture photography or video outside the scope of consent collected through the membership registration process. VQ may request to obtain additional consent for specific events or activities. Photography and video permissions are obtained as part of VQ's membership registration process. Any Relevant Person who does not consent to image usage must notify VQ in writing.

General crowd photography or video, where no individual is the clear focus, does not require a signed consent form. In such cases, an opt-out process may be used. Media outlets wishing to attend VQ events and capture images or footage of Relevant Persons, including for interviews, photography, or video, must notify VQ in the first instance and obtain prior approval before attending. While VQ will direct approved media to photograph or film only those with signed consent, VQ acknowledges it has limited control over media activities that occur outside the boundaries of VQ-controlled areas.

All images captured or published in connection with VQ events or at VQ venues must not depict individuals in an offensive, indecent, or inappropriate manner. This includes, but is not limited to, images of a person:

- In a sexual, offensive, or demeaning context.
- Engaged in private acts such as showering, changing, or using the toilet.
- In a state of undress while changing.
- Visibly upset, distraught, or angry, particularly minors in a vulnerable emotional state.

VQ may request to view photography or videos taken by individuals during any VQ event and request the deletion of any photography or videos which may be deemed inappropriate, especially involving minors. VQ may refer to the relevant authorities if required.

In most cases, VQ will seek consent before using images or video of high-performance athletes. Exceptions may apply where the images are of public interest or where the athlete is engaged in paid modelling.

Where Consent is Not Provided

Where a Relevant Person has not provided consent, or has withdrawn consent, VQ will take reasonable steps to ensure that person is not captured in images or footage intended for official, promotional, media or commercial use.

VQ will manage non-consent by:

- noting the relevant person's non-consent status in VQ's membership records;
- advising authorised photographers and relevant event staff of any non-consent requirements prior to events where practicable;
- where a non-consenting person appears in an image or footage that has already been captured, removing or obscuring that person's likeness before the image is published or distributed where it is reasonably practicable to do so; and
- where removal or obscuring is not practicable, refraining from publishing or distributing the relevant image or footage.

VQ acknowledges that in a live event environment, including during livestreamed competitions, it may not always be possible to prevent a non-consenting person from being incidentally captured during normal gameplay. In these circumstances VQ will take reasonable steps to minimise identification and will not deliberately focus on or feature a non-consenting individual.

Non-consent does not prevent a person from participating in VQ events, programs or activities. No person will be disadvantaged, excluded or treated less favourably as a result of not providing consent to photography or videography.

4. Photography Locations and Access Restrictions

Photography and filming must occur only from approved areas.

Parents, guardians, spectators and individuals capturing images for personal use may photograph only from designated spectator areas and must not:

- enter field-of-play areas, court surrounds or restricted operational zones;
- position themselves behind score benches, referee stands, team benches, technical official areas or warm-up zones;
- stand between active courts;
- obstruct athlete movement, emergency access, officials or event operations; or
- communicate with, coach or otherwise influence athletes while under the supervision of coaches or officials.

School-appointed photographers, media representatives, commercial photographers, content creators or other non-official personnel must obtain prior approval or accreditation from Volleyball Queensland before accessing any non-spectator area. Approval may be limited to designated courts, venues, time periods or operational zones and may be revoked at any time.

Unless expressly authorised by Volleyball Queensland, school photographers and media personnel must not:

- enter restricted operational areas or field-of-play zones;
- position themselves within athlete benches, referee zones or technical official areas;
- interfere with event delivery, athlete welfare, safeguarding requirements or venue operations; or
- capture imagery intended for commercial sale, promotional campaigns or third-party publication beyond the scope of approved use.

Volleyball Queensland may designate restricted photography areas at events and may direct any individual to relocate, limit their activity or cease photography where safety, safeguarding, privacy, operational requirements or policy compliance necessitate.

Authorised and accredited photographers engaged or approved by Volleyball Queensland may be granted additional access for official media, promotional, archival or event coverage purposes and must comply with all accreditation conditions, safeguarding requirements and event-specific directions issued by Volleyball Queensland staff or event officials.

5. Approved Photography

5.1 Authorised Photographers

Only authorised photographers may capture images for official, promotional, media, or commercial purposes. Any authorised photographer must be easily identified, e.g., with a labelled vest, be included on an official VQ roster, and hold a specific accreditation that is provided by VQ. The accreditation will be for each official event or period and must be returned to VQ post event or once that notified period has ended.

Photographic and video equipment should not be used in designated areas, in particular private areas including change rooms, toilets, showers, first aid or physiotherapy facilities or any other areas where one may expect to be afforded privacy.

Authorised photographers must be clear on where the photographs/videos are being published and stored, they must act in accordance with consent requirements per clause 3 of this policy and must be bound by all VQ policies especially the VQ Child Safety Policy.

The authorised photographer must meet requirements of Queensland laws relating to Child Safety.

5.2 Personal Use

Parents, guardians and spectators may take photographs or videos of participants at VQ events for personal use only, provided they comply with this policy, remain within designated spectator areas, and do not capture images intended for publication, commercial use or public sharing online including on social media.

Personal use photography does not grant permission to publish or share images publicly. VQ may request the removal of images from personal devices or online platforms where they are deemed inappropriate or in breach of this policy.

5.3 Performance Analysis and Scouting

Photography and Videos taken by Coaches, Officials or VQ Employees for the purposes of performance analysis or scouting or other official activity is permitted provided the images are of athletes or participants within their specific programs and are related to the sporting activity.

These images should be stored on a secure database or server and not publicly shared without consent from the individual.

Those taking photography and videos for the purposes of Performance Analysis and Scouting should be:

- Clearly identifiable with a vest, sticker, label, hat or logo issued by VQ.
- Comply with all VQ and VA policies and act in accordance with the Consent guidelines in clause 3.
- Agree not to publish or share the scouting film on a public forum (i.e. websites, social media).
- Meet the requirements of the Queensland Safeguarding Children laws.

6. Protecting Children and Young People

VQ will take steps to ensure the safety and privacy of all relevant persons when it comes to photography and video including:

- Obtaining written consent from parents/guardians (and the relevant person, if age-appropriate) before photographing or filming children and young people.
- Not displaying or sharing any image of a minor alongside their names
- Focusing on the activity, not an identifying quality like a minor's face or name.
- If in a livestream, positioning the camera far away so that a minor's face is not clearly visible.
- If in a livestream, limiting access to the stream to relevant people only by using permissions-based links, password protection or requiring registration for viewing.
- Not recording or taking photography of children in private or vulnerable settings.
- Avoiding photography in sensitive areas (e.g., change rooms, toilets).

7. Digital Sharing

VQ recognises that the digital sharing of images creates risks that extend beyond the initial capture of an image. All Relevant Persons are expected to be aware of and act responsibly in relation to the following risks.

Tagging minors: Individuals must not tag minors in publicly shared images or posts without the express consent of the minor's parent or guardian. Tagging can identify a minor's location, school, team or personal details in ways that may compromise their safety.

Reposting and redistribution: Once an image is shared online, VQ has limited control over its redistribution. Individuals must not repost or redistribute images of others, particularly minors, without

consent. This applies to all platforms including TikTok, Instagram, Facebook, and similar short-form content platforms.

Short-form video content: The use of short-form video platforms such as TikTok for sharing footage from VQ events carries particular risks given their algorithmic distribution and public accessibility. Individuals must not post footage of minors to short-form video platforms without express parental or guardian consent.

AI manipulation and deepfakes: The use of artificial intelligence tools to manipulate, alter, generate or simulate images or likenesses of any Relevant Person, particularly minors, is strictly prohibited. This includes the creation of deepfake imagery, digitally altered images, or AI-generated likenesses, regardless of the intended purpose.

Commercial use and third-party platforms: Individuals must not use images captured at VQ events for commercial purposes, including the creation of sponsored or monetised content, without prior written approval from VQ.

VQ may request the removal of content from any platform where it is deemed to be in breach of this policy and may refer matters to the eSafety Commissioner or other relevant authorities where appropriate.

8. Storage and Security

Photos and videos taken by VQ authorised photographers, will be stored securely, e.g., on protected organisational devices or encrypted folders. Authorised Photographers may keep images in their portfolio or on their website provided informed consent has been given.

For all VQ relevant persons taking photographs or videos, avoid storing sensitive content on personal or unsecured devices like smartphones or USB drives.

Images held by Authorised Photographers will be held in secure locations for:

- General promotional purpose
- Website and Social Media
- Event Reporting
- Sharing with approved partners.

Images will be retained for up to five (5) years unless consent is withdrawn prior to that date. Images will be deleted or archived unless they are deemed to be of public interest as they reflect key event dates in the sport's history.

Individuals may withdraw written consent at any time by contacting VQ (via the current contact method outlined in the Privacy Policy).

Upon withdrawal, VQ will:

- Remove media from its platforms where possible.
- Endeavour to delete media from third-party recipient. It is important to note that whilst VQ will make every effort to delete images from third-party recipients i.e. social media sites. VQ cannot guarantee full control over sharing and distribution.
- Retain a record of the withdrawal for compliance.

9. Live Streaming and Events

All Relevant Persons will be notified when events may be streamed or broadcasted prior to any match/es. All members will be notified upon entering a venue when events are being live streamed. This notification will be through signage.

Where events are being live streamed, VQ will implement the following practices:

- Provide details at the event of where it will be live streamed to the parents/guardians and relevant persons.
- Where parents/guardians have not consented for their child to be involved in a live streamed event, the sport will need to decide how they will accommodate to ensure privacy for children and young people.
- VQ will make a decision based on their knowledge of their specific environment and operational considerations regarding live streaming and broadcasting of their events.

10. Complaints Handling Procedure

If a photograph or video has been posted of you or your minor without your consent and you wish for it to be removed, you can contact the person who posted it in the first instance to ask for it to be removed. If they refuse then you can escalate and report your concern to the relevant website or social media page.

If you believe a person is taking photography or videos inappropriately or indecently during a VQ event, please approach a VQ employee, or manager immediately. The VQ employee or the volunteer must assess the situation and escalate as required. The VQ employee may request the photography or video to be reviewed and deleted (if needed). Where necessary, VQ may report the matter to venue management, law enforcement or relevant authorities. An Incident Report must then be completed to be shared with the relevant authorities.

Further escalation points of reporting include:

- Sport Integrity Australia
- e-Safety Commissioner
- VQ Complaints Handling Procedure.

11. Policy Breach

The VQ Privacy Policy and the VQ Complaint Handling Procedure applies to any alleged breach of this policy. This policy will be reviewed as privacy and child safety laws change or as required.

12. Related Documentation

- VQ Complaints Handling Procedure
- VQ Disciplinary Policy
- VQ Child Safety Policy
- VQ Social Media Policy
- VQ Code of Conduct
- Privacy Policy