

Sport Inclusion Australia

ABN 54 961 189 101



Sport Inclusion
A U S T R A L I A

Drive Inclusion through Sport

Code Of Conduct

Policy Name:	Sport Inclusion Australia Code of Conduct
Date of Approval:	
Policy Coverage:	Conduct expectations, excluding Prohibited Conduct under the Sport Inclusion Australia National Integrity Framework
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1. Background

- 1.1. Sport Inclusion Australia is committed to promoting and strengthening the positive image of Sport Inclusion and its Participants in Australia and to ensuring that everyone involved with our Activities and Sport Inclusion is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in our Activities and Sport Inclusion is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3. This Code of Conduct:
 - (a) Sets out expected standards of behaviours.
 - (b) Prescribes Prohibited Conduct.
 - (c) Can be adopted at the Sport Inclusion Australia and Member Organisation level without amendment; and
 - (d) Does not cover conduct and disciplinary matters arising under policies that form part of the Sport Inclusion Australia National Integrity Framework.
- 1.4. The Sport Inclusion Australia National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.
- 1.5. This Code of Conduct is underpinned by the following core values of Sport Inclusion Australia:
 - To act within the rules and spirit of Sport Inclusion Australia.
 - To display respect and courtesy towards everyone involved in our organisation and prevent discrimination and harassment.
 - To prioritise the safety and well-being of children and young people involved in Sport Inclusion Australia; and
 - To encourage and support opportunities for participation in all aspects of Sport Inclusion Australia.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Activity means a contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Sport Inclusion Organisation.

Authorised Provider means any non-Sport Inclusion Organisation authorised to conduct an Activity.

Code of Conduct means this Code of Conduct.

Individual Member means individuals who are individuals registered with a Member Organisation.

Member Organisation means each company or incorporated association that is a member of Sport Inclusion Australia including:

- (a) Life Stream Australia (QLD);
- (b) Total Recreation (NT).
- (c) Inclusion Solutions (WA).
- (d) Inclusive Sport (SA).
- (e) New Horizons (TAS); and
- (f) Sports4All (NSW).

National Integrity Framework means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by Sport Inclusion Australia.

Participant means:

- (a) Athletes who are registered with a Sport Inclusion Organisation or entitled to participate in an Activity.
- (b) Coaches appointed to train an athlete or Team in an Activity.
- (c) Administrators who have a role in the administration or operation of a Sport Inclusion Organisation, including owners, directors, committee members or other persons.
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Sport Inclusion Organisation or any league, competition, series, club or team sanctioned by a Sport Inclusion Organisation.
- (e) Support personnel who are appointed in a professional or voluntary capacity by a Sport Inclusion Organisation or any league, competition, series, club, or team sanctioned by a Sport Inclusion Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Prohibited Conduct means the conduct proscribed at clause 5 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) A Sport Organisation.
- (b) An Authorised Provider.
- (c) A Team; and
- (d) Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following individuals:

- (a) An Individual Member.
- (b) A Participant.
- (c) An employee employed by a Sport Inclusion Organisation or an Authorised Provider.

- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of a Sport Inclusion Organisation or an Authorised Provider.
- (e) A volunteer engaged by a Sport Inclusion Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
- (f) Any other individual who has agreed to be bound by this Code of Conduct.

Sport Inclusion Australia means Sport Inclusion Australia (ABN 54 961 189 101).

Sport Inclusion Organisation means Sport Inclusion Australia and each Member Organisation that has adopted this Code of Conduct.

Team means any collection or squad of athletes who compete and/or train in Sport Inclusion and/or Activity.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings, they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised Sport Inclusion or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection.
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.
- (d) If the alleged Prohibited Conduct also constitutes Prohibited Conduct under a Sport Inclusion Australia National Integrity Framework policy, the Relevant Organisation will manage that

alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must:

- (a) Comply with any relevant stakeholder group expected behaviours set out in Schedule 1;
- (b) Act and operate within the rules and spirit of Sport Inclusion Australia.
- (c) Be a positive role model, and model good sports behaviour for Participants, especially children;
- (d) Be aware of, and maintain an uncompromising adherence to all Relevant Organisation standards, rules, regulations and policies;
- (e) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (f) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (g) Maintain appropriate, professional relationships with other Relevant Persons at all times.
- (h) Accept and respect the authority and decisions of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play;
- (i) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (j) Not use their involvement with Sport Inclusion and other Relevant Organisations to promote their own beliefs, behaviours and practices where these are inconsistent with those of Sport Inclusion Australia and other Relevant Organisations.
- (k) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age;
- (l) Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible;
- (m) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (n) Show concern and caution towards others who may be sick or injured;
- (o) Not engage in conduct that is defined as Prohibited Conduct under any policy of the Sport Inclusion Australia National Integrity Framework, namely:
 - (i) The Sport Inclusion Australia National Integrity Framework document;
 - (ii) The Sport Inclusion Australia Member Protection Policy;
 - (iii) The Sport Inclusion Australia Child Safeguarding Policy;
 - (iv) The Sport Inclusion Australia Competition Manipulation and Sport Wagering Policy;and

- (v) The Sport Inclusion Australia Improper Use of Drugs and Medicine Policy;

Prohibited Conduct under the Sport Inclusion Australia National Integrity Framework includes, without limitation:

- Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, or vilification.
- Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks.
- Improper manipulation of the result or course of a Sport Activity or betting on a Sport Activity.
- Inappropriate disclosure of inside information.
- Use, possession, or trafficking of illegal drugs; and
- Non-compliance with certain requirements relating to medications, injections, and supplements.

Relevant Persons and Relevant Organisations should refer to the Sport Inclusion Australia National Integrity Framework policies for a full list of Prohibited Conduct captured by the Sport Inclusion Australia National Integrity Framework and detailed descriptions of such Prohibited Conduct.

- (p) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information.
- (q) Not engage in behaviour that is:
- (i) drunk and disorderly;
 - (ii) public or domestic violence;
 - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (iv) unlawful or unsafe;
- (r) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (s) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (t) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (u) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

5. Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) Engage in any conduct or Activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation or a Relevant Person or Activity into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or Activity.
- (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- (d) Do not comply with any of clauses 4(p) through 4(u), inclusive.

6. Conduct and Disciplinary Policy

Subject to clause 3.2(d), the Sport Inclusion Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

SCHEDULE 1: Stakeholder Group Expected Behaviours

Coaches

- (a) Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback;
- (b) Recognise players' rights to consult with other coaches and advisors. Cooperate fully with other specialists (e.g., sports scientists, doctors and physiotherapists);
- (c) Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions;
- (d) Involve players in decisions that affect them;
- (e) Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play;
- (f) Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of players;
- (g) Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development;
- (h) Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result;
- (i) Avoid situations with players that could be construed as compromising;
- (j) Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances;
- (k) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of players;
- (l) Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules; and
- (m) Be honest and ensure that qualifications are not misrepresented

Officials

- (a) Make a commitment to providing a quality service to players/athletes;
- (b) Place the safety and welfare of players/athletes/participants above all else;
- (c) Be impartial.
- (d) Avoid any situation which may lead to a conflict of interest;
- (e) Be courteous, respectful and open to discussion and interaction; and
- (f) Value the individual in Sport Inclusion.

Administrators

- (a) Resolve conflicts fairly and promptly through established policies and procedures;
- (b) Maintain strict impartiality; and
- (c) Be aware of your legal responsibilities.

Players/Athletes

- (a) Respect the talent, potential and development of fellow players and competitors;
- (b) Care for and respect the equipment provided to you as part of your program;
- (c) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements;
- (d) At all times avoid intimate relationships with your coach;
- (e) Abide by the rules and respect the decision of officials, making all appeals through the formal process and respecting the final decision;
- (f) Be honest in your attitude and preparation to training;
- (g) Work equally hard for yourself and your team; and
- (h) Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

Employees

- (a) Resolve conflicts fairly and promptly through established policies and procedures;
- (b) Maintain strict impartiality; and
- (c) Be aware of your legal responsibilities.
- (d) Develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and providing appropriate development and competitive experiences;
- (e) Involve players in the planning, leadership, evaluation and decision-making relating to the activity;
- (f) Ensure Activities, equipment and facilities are safe and appropriate to the level of participating players. Activities, rules, equipment, lengths of games and training schedules should take into account the age, ability and maturity level of participating players;
- (g) Ensure that all Participants emphasise fair play in Activities; and
- (h) Ensure that the Code of Conduct and other relevant policies are accessible to Participants.

Parents/Guardians

- (a) If your child is interested, encourage them to participate in the appropriate sporting activity. However, if your child is not willing to participate, do not force them. Remember, children are involved in Activities for their enjoyment, not yours;
- (b) Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to their ability by reducing the emphasis on winning;
- (c) Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment;
- (d) Encourage your child to always play according to the rules;
- (e) Never ridicule or yell at a child for making a mistake or losing a game;
- (f) Remember that children learn best from example. Applaud good play by all players;
- (g) Be courteous in communication with Participants. Teach children to do likewise; and
- (h) Support the use of age-appropriate development activities and modified rules.

Spectators

- (a) Respect the decisions of officials and teach young people to do the same. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach children to do likewise;
- (b) Never ridicule or scold a young player for making a mistake. Positive comments are motivational. Applaud good performance and efforts by all players. When watching a game congratulate both teams upon their performance regardless of the game's outcome;
- (c) Show respect for your team's coach, the umpire and opponents. Without them there would be no game;
- (d) Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules; and
- (e) Support the use of age-appropriate development activities and modified rules.