



**ADELAIDE  
UNIVERSITY  
SPORT**

## Code of Conduct

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## Purpose

Adelaide University Sport and Fitness (herein referred to as AUSF) seeks to be a leader in developing and promoting a healthy and active lifestyle throughout the University of Adelaide and wider community by facilitating high quality sport and recreation programs.

This Code of Conduct is designed to outline expectations for conduct for AUSF members, employees, volunteers, and other community members.

AUSF members, employees, and volunteers are required to demonstrate professional ethical behaviour at all times - in their responsibilities to AUSF, in their relationships with each other, in their service to the community, and will be required to adhere to this Code of Conduct. No behaviours that are abusive in any manner will be tolerated. This will include verbal abuse, physical abuse and emotional abuse.

## Scope

This Code of Conduct shall apply when representing AUSF in any way including playing, training or taking part in AUSF or club-sanctioned activities.

This Policy is binding for the AUSF Board, AUSF Staff, affiliated Clubs and their Members and Students representing AUSF and the University of Adelaide. Violation of this policy could be seen as a matter of serious consequence and may result in disciplinary action, up to and including dismissal as outlined in the AUSF Constitution.

This Policy is not restricted to the workplace, work hours, or sporting events and the obligations remain applicable when representing AU Sport.

Where an Affiliated AUSF Club Code of Conduct applies, the obligations within this Policy shall take precedence.

## Personal and Professional Behaviour

### AUSF Members

In addition to complying with all relevant specific Club Policies, AUSF Members shall:

1. Act within the rules and spirit of sport.
2. Promote fair play over winning at any cost.
3. Encourage and support opportunities for people to learn and demonstrate appropriate behaviours and skills.
4. Support opportunities for participation in all aspects of sport.
5. Treat each person as an individual.
6. Show respect and courtesy to all involved with the sport.
7. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
8. Respect the decisions of officials, coaches and administrators.
9. For those over 18 years of age, wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under 18 years of age.
10. Display appropriate and responsible behaviour in all interactions.
11. Display responsible behaviour in relation to alcohol and other drugs.
12. Act with integrity and objectivity and accept responsibility for your decisions and actions.
13. Ensure your decisions and actions contribute to a safe environment.
14. Ensure your decisions and actions contribute to a harassment-free environment.

15. Do not tolerate abusive, bullying or threatening behaviour.

### Athletes

1. Give your best at all times.
2. Participate for your own enjoyment and benefit.
3. Play by the rules and show respect for other players, coaches, officials and administrators.
4. Be a financial member of the club and remain up to date with any club costs.

### Coaches

1. Place the safety and welfare of athletes above all else.
2. Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
3. Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
4. Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of players.
5. Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

### Officials

1. Place the safety and welfare of the athletes above all else.
2. Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
3. Be consistent, impartial and objective when making decisions.
4. Address unsporting behaviour and promote respect for other players and officials.

### Administrators (Club, AU Sport)

1. Ensure quality supervision and instruction for players.
2. Support coaches and officials to improve their skills and competencies.
3. Act honestly, in good faith and in the best interests of the sport, club or association as a whole.
4. Ensure that any information acquired or advantage gained from the position is not used improperly.
5. Conduct club responsibilities with due care, competence and diligence.

### Spectators

1. Respect the effort and performances of players, administrators and officials.
2. Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

### Parents of AUSF Members

1. Encourage your child to participate, do their best and have fun.
2. Focus on your child's effort and performance, rather than winning or losing.
3. Never ridicule or yell at a child for making a mistake or losing a competition.
4. Help out the coach or officials at training and games, where possible.
5. Model appropriate behaviour, including respect for other players and officials.

## Employee Personal and Professional Behaviour

In addition to complying with all relevant AUSF Policies and requirements as defined in employment contracts and position descriptions, AUSF employees and volunteers shall:

1. Publicly and privately support AUSF and The University of Adelaide and each other, acknowledging the strengths and weaknesses of others and acting with courtesy and respect.
2. Treat other workplace participants and AUSF members and associates fairly, with respect and in accordance with their rights. Employees and volunteers must not harass, bully, victimise or discriminate against fellow workplace participants, members, or others who may visit the AUSF office or AUSF facilities.
3. Act honestly and in good faith at all times in the interests of AUSF and objectives, ensuring that all stakeholders, particularly those who are recipients of AUSF services, are treated fairly according to their rights.
4. Maintain and develop knowledge in the relevant areas of responsibility.
5. Exercise best professional and ethical judgement. Make decisions fairly, objectively and without bias, using the factual information available, and where appropriate documenting those decisions.
6. Perform allocated duties to the best possible standard, taking into account skills, experience, qualifications and position.
7. Act safely and in a consistent manner and maintain a co-operative and collaborative approach to all working relationships.
8. Exercise any positional and /or supervisory power and responsibility properly, respecting the dignity, rights and entitlements of all workplace participants and AUSF members and associates.
9. Ensure the efficient and effective use of AUSF resources.
10. Comply with any legislative, industrial and internal requirements, and lawful and reasonable directions given by the AUSF Board and General Manager.
11. Be aware of AUSF Policies and Procedures and ensure compliance with the outlined requirements therein.
12. Ensure that all transactions, agreements and records that flow from relationships with AUSF's stakeholders will be accurately and openly recorded in the organisation's records, and no entries will be made which obscure the true nature of a transaction.
13. Respect the confidentiality of our members and abide by all relevant privacy legislation and internal rules in our handling of member's information. Refer to the Document, Privacy, and Data Policy, 010 for more information.
14. Maintain, observe and respect the duty of confidentiality to AUSF regarding any information gained and not disclose confidential AUSF information except as authorised by the AUSF General Manager or AUSF Board of Management, or as required by law. Employees and volunteers must not divulge personal information or the address or phone numbers of Employees, AUSF Members, Volunteers, Contractors, other associates or service users. Refer to the Document, Privacy, and Data Policy, 010 for more information.
15. Act responsibly on becoming aware of possible unethical behaviour or wrongdoing by another AUSF employee or volunteer. This includes reporting behaviour to direct managers, General Manager, of the AUSF Board.