

SUSF Sporting Code of Conduct

Intent

SUSF is committed to demonstrating the highest standards of personal, professional and athletic conduct.

Athletes, coaches and sporting officials represent SUSF during training and competition. This representation carries with it great opportunities and commensurate responsibilities and obligations. Ignorance of those responsibilities can damage the individual, SUSF and the team the athlete represents.

This Code of Conduct (Code) has been prepared to provide a clear framework for Athletes, coaches and sporting officials within which to act responsibly in the pursuit of athletic excellence. Any person may make a report regarding any Athletes, coaches and sporting official's behaviour.

The Code provides sanctions for unacceptable behaviours and attitudes.

This policy may be amended from time to time.

Scope

The Code of Conduct applies to:

- All SUSF Elite Athlete Program scholars and any other person training with an SUSF club or program or representing a team associated with SUSF (Athlete); and
- All coaches, officials and volunteers associated with an SUSF club or program or representing a team associated with SUSF.

It is in addition to any individual employment, scholarship, volunteer or other agreement that a person may have with club which may detail further terms and conditions as well as obligations.

The Code will extend throughout the entirety of an Athlete's, coaches or official's association with SUSF. When representation of other sports organisations occurs it is the responsibility of the Athlete, coach or official to be aware of that organisation's code of conduct (or ethical standards) and the Code and observe that which will afford the highest standard.

The standards are expressed, in some instances, in general terms in order that they can be applied to a variety of sports.

Policy

General

Athletes, coaches and officials must at all times:

- Conduct themselves in a proper and professional manner so as not to bring themselves or SUSF into disrepute;
- Conduct themselves in a manner beneficial to SUSF and in a way that brings credit to SUSF;
- Conduct themselves so as to obtain and maintain the best possible mental and physical fitness and health to perform to the highest possible athletic standard;
- Behave in a respectful manner in one's private life as well as when associated with SUSF at sporting competitions and events. At all times consider the required discretion and make

judgements in all regards to ensure the Athlete's, coach's and official's sport, SUSF, staff, sponsors, key stakeholders and supporters of SUSF are not undermined or brought into disrepute by their actions;

- Show respect for others, equipment, public property and facilities;
- Ensure their decisions and actions contribute to a harassment-free environment;
- Refrain from any form of assault, discrimination, bullying, abuse or harassment;
- Be aware of the impact of group behaviour on others and refrain from doing anything to unduly interfere with other people's ability to socialise or enjoy facilities or events;
- Be transparent in the use of scholarship and other financial resources that have been provided to support their involvement in sporting activities;
- Comply with any educational directives of SUSF and/or a governing body regarding drugs in sport;
- Not consume nor encourage the consumption of drugs, stimulants or other substances with a view to modifying or altering their own or another person's growth or performance and to abide by the anti-doping and sport supplement policies of the Athletes, coach or official's chosen sport, WADA and the ASADA as amended from time to time;
- Not engage in any unlawful conduct or any form of physical violence, provoked or otherwise;
- Not engage in any dangerous behaviour at a height above ground level, including but not limited to; planking (or the Lying Down Game) or balcony jumping;
- Not use insulting, provocative, obscene, offensive or hateful language;
- Not bet, directly or indirectly, on any event which the Athlete, coach or official participates or has inside information or knowledge not available to the general public ;
- Not offer or receive any bribe or inducement and not do or fail to do any act in any event the Athlete plays which causes the result to be determined otherwise than on its merits; and
- Abide by any policy or procedure required by SUSF from time to time including but not limited to the SUSF WHS system.

Alcohol, Drugs and Smoking

Athletes, coaches and officials must:

- Not at any time present for training or competition evidencing consumption of alcohol or affected by illicit drugs of addiction;
- Not engage in excessive use of alcohol and/or other drugs that leads to behaviour that is deemed unlawful, creates a public nuisance, and/or public disturbance, and/or disturbance to a fellow Athlete, coach, team manager or other sporting official ;
- Not consume alcohol on board any vehicle whilst travelling, training or competing with or for SUSF;
- If attending a function associated with their chosen sport or SUSF where alcohol is served a responsible approach to alcohol consumption must be taken. Any consumption must not adversely affect the athlete's behaviour, performance or safety or the performance or safety of others;
- Refrain from engaging in group drinking games which involve bullying or peer pressure to consume excessive amounts of alcohol; and
- Not smoke whilst at SUSF facilities or events.

SUSF Reputation and Public Comment

Athletes, coaches and officials must not make any public or media comment which is detrimental to the interests of SUSF. This includes but is not limited to commenting negatively about:

- SUSF and associated entities;
- An event the Athlete, coach or official is participating in;
- SUSF Sponsors;
- Officials;
- Competitors; or
- Fellow athletes, coaches, team managers and/or team officials.

When using social media, which includes, but is not limited to:

- Social networking sites e.g. Facebook, Instagram, Snapchat, MySpace, Friendster;
- Video and photo sharing websites e.g. Flickr, YouTube, Vine;
- All photographs, video and audio 'material' posted onto social media or the internet;
- Micro-blogging sites e.g. Twitter;
- Weblogs, including corporate blogs, personal blogs or blogs hosted by traditional media publications such as smh.com.au;
- Forums and discussion boards such as Whirlpool, Yahoo! Groups or Google Groups; and
- Online encyclopedias such as Wikipedia and any other websites that allow individual users or companies to use simple publishing tools;

all Athletes, coaches and officials must:

- Ensure communication at all times conforms to the values set out in the Code, is dignified and in good taste, and not contain vulgar or obscene words or images;
- Not imply that any personal comments are endorsed in any way by SUSF or an SUSF club or falsely represent any other person;
- Not participate in social media networks in such a way that harasses, defames, discriminates or treats unfairly or inappropriately any stakeholder of SUSF;
- Not communicate frustration at a referee, Athlete, team-mate, coach, competitor or sporting body via social network channels.
- Not speak for or post images on behalf of or related to SUSF business operations, marketing campaigns, facilities, membership, Athletes, coaches or officials or media coverage without the express prior approval of SUSF;
- Not use the SUSF logo or trademark;
- Not give out personal details, locations, confidential information or other content including images the Athlete, coach or official does not have permission to publish;
- Only represent their own views and not impersonate others;
- Be responsible for obtaining, where applicable, the consent of any other persons appearing in any still or moving images posted;
- Always use social network forums to add value and promote the Athlete's, coaches or official's sport in a positive way.

Training, Competition and Representation

Athletes, coaches and officials must:

- Attend all team meetings, training sessions, competitions, matches, events and instruction sessions as directed;
- Obey the officials, rules and spirit of their chosen sport;
- Obey instructions from staff, club, team or match officials and accept decisions made by them;
- Behave in a fair and sporting manner at training sessions, matches and events;
- Support other Athletes, team and club members in a positive way. Encourage fellow Athletes, club and team members to strive for their best and to follow the rules and officials decisions;
- Control their temper;
- Work equally hard for him or herself and their team;
- Treat all participants in the sport as the Athlete, would like to be treated;
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnic origin, cultural background or religion;
- Observe and comply with all reasonable directions given by a team official, manager or coach, SUSF and/or its constituent club officials;
- Wear the approved uniform in all events when participating under the name of SUSF and/or its constituent clubs, including any official events in which the uniform is required;
- Not disrupt the training or competition opportunities of others;
- Not verbally abuse or sledge officials or other athletes, coaches or officials; and
- Not deliberately provoke, bully or take unfair advantage of another competitor.

Travel

When travelling with a team or for a competition representing SUSF in any way Athletes, coaches, officials and must:

- Attend all team meetings, training sessions, competitions, matches, events and instruction sessions as directed;
- Comply with all reasonable requirements relating to preparation for matches, attendance at functions and promotion activities, behaviour and dress;
- Communicate in a timely manner with coaches and managers any difficulty attending training sessions, matches and competitions;
- Travel and stay with the SUSF team for the tour/event dates and in the manner determined or approved by SUSF or as directed by the team official;
- Pay for any costs incurred as a result of withdrawing from the team related to the cancellation of prearranged transport and accommodation;
- Obey instructions and requests from staff at the team accommodation, whilst respecting other guests and residents; Maintain accommodation in a clean and tidy condition;
- Recognise the importance of respecting other team mates' right to privacy and the privacy of anyone else in the accommodation;
- Recognise that accommodation corridors, elevators, foyers and recreational areas are shared by all guests and that the need to respect people's privacy extends to these areas;
- Report any injuries to the required team official and carry out any reasonable instructions as a result of the injury;
- Keep the required team official up to date with their whereabouts at all times;
- Adhere to the required payments associated with the event, specified through the deadlines set by team officials; and

- Abide by any other Code of Conduct as determined by the event or competition organisers.

Reporting and Investigation

If any Athlete, team/club official, SUSF staff or SUSF member becomes aware of actual or potential breaches of this Code, they should be reported immediately to either the SUSF:

- High Performance Manager;
- High Performance Coordinator;
- Elite Athlete Program Manager;
- Commercial and Regulator Manager; or
- Executive Director.

SUSF will then investigate the matter and may consult affected/interested parties including the Athlete about their participation in any investigation regarding a breach of the Code.

If the alleged breach occurs during the representation of other sports organisations or during an event with an additional disciplinary procedure the Athlete, coaches and officials may also be subject to that event and/or organizations investigative and disciplinary procedure.

Breach

Athletes, coaches, volunteers and officials will be held responsible for all breaches of this Code. SUSF after investigation will determine the severity of the breach and disciplinary action including but not limited to the following may be taken:

- An oral or written reprimand;
- Issuing of a first and final written warning;
- A direction to undergo counseling for a specified period;
- Disqualification from selection to represent SUSF or train with SUSF for a specific period of which can include a permanent ban;
- An Athlete be made ineligible to receive the direct or indirect (including financial and non financial) assistance from SUSF for a specified period, which may be permanent;
- The Athlete, coach, official or volunteer be held responsible for financial loss or damage caused by the by their conduct or breach of this Code;
- Except for counseling purposes, the Athlete, coach, official or volunteer be permanently banned from using the facilities and services of SUSF;
- The Athlete, coach, official or volunteer have their SUSF awards withdrawn permanently;
- Termination or suspension of SUSF annual membership;
- Termination of a relevant employment or scholarship agreement with SUSF; and/or
- The application any other appropriate sanction as determined by SUSF.

References

Related Policies & Forms

EAP Scholarship Terms and Conditions

SUSF Code of Conduct

References

This Policy is effective as at the date of commencement listed in this Policy. To the extent that this Policy describes benefits and entitlements, these are discretionary in nature and are not intended to be contractual or binding on Sydney Uni Sport & Fitness. If this Policy specifies entitlements granted under federal or state legislation, then these entitlements arise from this legislation and not Sydney Uni Sport & Fitness' policies and procedures and, may change from time to time following relevant legislative amendments.

For employees, contractors, and volunteers who are engaged in accordance with a contract of employment, this Policy does not form part of that contract. However, failure to comply with this Policy may lead to disciplinary action up to and including the termination of employment or engagement and/or other legal action.

For employees, contractors, subcontractors, employees of contractors or subcontractors, employees of labour hire companies who have been assigned to work for Sydney Uni Sport & Fitness, and volunteers who are not engaged in accordance with a contract of employment, or do not have any direct legal relationship with Sydney Uni Sport & Fitness, this Policy does not form part of the terms of the assignment/engagement nor does it confer contractual obligations on Sydney Uni Sport & Fitness. However, failure to comply with this Policy may lead to action up to and including, without limitation:

1. the termination of any assignment/engagement;
2. other legal action;
3. directions to third parties to cease an assignment; or
4. prohibition on access or attendance at premises owned, leased or controlled by Sydney Uni Sport & Fitness.

This Policy may be amended from time to time.

About this document

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Approved by: Commercial and Regulatory Manager

Further approval by: SUSF Management Committee

Contact Officer: Commercial & Regulatory Manager

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