



Disability Sports Australia Code of Conduct

Policy Name: DSA Code of Conduct

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Policy Coverage: Conduct expectations, excluding Prohibited Conduct under the DSA National Integrity Framework

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1. Background

- 1.1. DSA is committed to promoting and strengthening the positive image of our Participants in Sport and Activities and to ensuring that everyone involved with our Activities and Sport is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in Activities and Sport 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 DSA, Member Organisation and Affiliated Organisation level without amendment; and
 - (d) Does not cover conduct and disciplinary matters arising under policies that form part of the DSA National Integrity Framework.
- 1.4. The DSA National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the DSA National Integrity Framework, the DSA 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 DSA:
 - To act within the rules and spirit of our Sport;
 - 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 our Sport; and
 - To encourage and support opportunities for participation in all aspects of our Sport.

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 DSA or a Sport Organisation.

Affiliated Organisation means other member associations, sports sub-committees or affiliated organisations, organisations which DSA has a Memorandum of Understanding.

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

Code of Conduct means this Code of Conduct.

Disability Sports Australia (DSA) means Disability Sports Australia Limited (ACN 104 461 814).

Member Organisation means any organisation that pays membership fees to DSA.

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

Participant means:

- (a) Athletes who are registered with a Sport 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 Organisation, including owners, directors, committee members or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, competition, series or Team sanctioned by a Sport Organisation;
- (e) Support Personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation or any league, competition, series or Team sanctioned by a Relevant Organisation including sports science sports 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 bind them under 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 registered as a member of a Sport Organisation;
- (b) A Participant;
- (c) An employee employed by a Sport Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of a Sport Organisation or an Authorised Provider;
- (e) A volunteer engaged by a Sport 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 refers to multiple sports, competitions, recreational and fitness activities for people with physical disabilities as governed by DSA from time to time.

Sport Organisation means DSA and each Member Organisation or Affiliated Organisation that has adopted this Code of Conduct.

Team means any collection or squad of athletes who compete and/or train in a Sport or an 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 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 DSA 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) Be a positive role model;
- (c) Act and operate within the rules and spirit of our Sport and Activities;

- (d) Be aware of, and maintain an uncompromising adherence to all Relevant Organisation and Sport 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 DSA or other Relevant Organisations to promote their own beliefs, behaviours and practices where these are inconsistent with those of DSA or other Relevant Organisations;
- (k) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example;
- (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 DSA National Integrity Framework, namely:
 - (i) The DSA National Integrity Framework document;
 - (ii) The DSA Member Protection Policy;
 - (iii) The DSA Child Safeguarding Policy;
 - (iv) The DSA Competition Manipulation and Sport Wagering Policy; and
 - (v) The DSA Improper Use of Drugs and Medicine Policy;

Prohibited Conduct under the DSA 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 DSA National Integrity Framework policies for a full list of Prohibited Conduct captured by the DSA 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 DSA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

SCHEDULE 1: Stakeholder Group Expected Behaviours

Administrators

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

Coaches

- (a) Provide feedback to athletes and other participants in a manner sensitive to their needs. Avoid overly negative feedback;
- (b) Be reasonable in demands of athletes and other team staff;
- (c) Be consistent, objective and courteous when making decisions;
- (d) Recognise athletes' rights to consult with other coaches and advisors. Co-operate fully with other Support Personnel (e.g. sports scientists, doctors, physiotherapists etc);
- (e) Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions;
- (f) Involve the athletes in decisions that affect them;
- (g) Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of play;
- (h) Ensure that the tasks and/or training set are suitable for the age, experience, ability and physical and psychological conditions of the athletes;
- (i) Ensure any physical contact with athletes is appropriate to the situation and necessary for the athlete's skill development;
- (j) Be acutely aware of the power that you as a coach develop with your athletes in the coaching relationship and avoid any sexual intimacy with athletes that could develop as a result;
- (k) Avoid any situations with your athletes that could be construed as compromising;
- (l) Actively discourage the use of performance enhancing drugs and the use of alcohol, tobacco and illegal substances;
- (m) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interests of your athletes;
- (n) Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules;
- (o) Condemn unsporting behaviour;
- (p) Know and abide by rules, regulations and standards, and encourage athletes to do likewise. Accept both the letter and spirit of the rules;

- (q) At all times when traveling to and from and whilst participating in a sporting or social event, dress in team uniform or other attire appropriate to the occasion; and
- (r) Be honest and ensure that qualifications are not misrepresented.

Officials

- (a) Place the safety and welfare of the athletes and participants above all else;
- (b) Be acutely aware of the power that you as an official may have with coaches and athletes, and avoid any sexual intimacy that could develop as a result;
- (c) Accept responsibility for all actions taken;
- (d) Be impartial in all dealings;
- (e) Avoid any situation which may lead to conflict of interest or a compromising position with other officials, coaches or athletes;
- (f) Be courteous, respectful and open to discussion and interaction;
- (g) Value the individual in the sport;
- (h) Know and abide by current rules, regulations and standards. Enforce both the letter and spirit of the rules; and
- (i) Be honest and ensure that qualifications are not misrepresented.

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 the coach concerning illness and injury and the ability to train fully within the program requirements;
- (d) At all times avoid intimate relationships with your coach;
- (e) Be honest in your attitude and preparation to training. Work equally hard for yourself and the team;
- (f) Cooperate with coaches and staff in development of programmes to adequately prepare you for competition at the highest level;
- (g) Abide by the rules and respect the decisions of the officials, making any appeals through the formal processes and respecting the final decision;
- (h) Take advantage of any opportunities to have input to the team and/or program;
- (i) Never use performance enhancing drugs and avoid the use of alcohol, tobacco and illegal substances and actively encourage other athletes to do the same;
- (j) Condemn unsporting behaviour;
- (k) Know and abide by rules, regulations and standards, and encourage team-mates to do likewise. Accept both the letter and spirit of the rules; and

- (l) At all times when traveling to and from and whilst participating in a sporting or social event, dress in team uniform or other attire appropriate to the occasion.

Classifiers

- (a) Explain all testing in a clear and comprehensive manner;
- (b) Explain all results and decisions in a clear and comprehensive manner, checking the athlete's understanding of these decisions;
- (c) Be courteous, respectful and open to discussion and interaction with an athlete or their designated representative (e.g. parent, team staff member etc);
- (d) Be fair and impartial in dealings with all athletes; and
- (e) Adhere to the IPC Classifier Code of Conduct (2007) which can be found at: https://www.paralympic.org/sites/default/files/document/120201084329386_2008_2_Classification_Code6.pdf

Team Staff

- (a) Co-operate with athletes and other staff in the development of programs to adequately prepare athletes for competition at the highest level;
- (b) Encourage and facilitate athletes' independence and responsibility for their own behaviour, decisions, performance and actions;
- (c) Encourage all team members to respect one another and to expect respect for their worth as an individual;
- (d) Avoid situations with team members that may be construed as compromising;
- (e) Actively discourage the use of performance enhancing drugs and the use of alcohol, tobacco and illegal substances;
- (f) Ensure any physical contact with athletes is appropriate to the situation;
- (g) Condemn unsporting behaviour;
- (h) At all times act in the best interests of the athletes and/or team; and
- (i) At all times when traveling to and from and whilst participating in a sporting or social event, dress in team uniform or other attire appropriate to the occasion.

Parents/Guardians

- (a) Remember that your child participates in sport for their own enjoyment, not yours;
- (b) Focus on your child's efforts and performance rather than winning or losing;
- (c) Never ridicule or yell at your child or other children for making a mistake or losing a competition;
- (d) Show appreciation for good performance and skilful plays by all players (including opposing players);

- (e) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example; and
- (f) Respect officials' decisions and teach children to do likewise.

Spectators

- (a) Respect the decisions of officials and teach young people to do the same;
- (b) Never ridicule or scold an athlete for making a mistake. Positive comments are motivational; and
- (c) Show respect for your team's opponents. Without them there would be no game.