



## Code of Conduct

Reviewed January 2016

### **Introduction:**

Castle Hill RSL Junior Sports Club promotes the development of athletes in all aspects of elite sporting life, adding to the sporting and cultural history of Castle Hill RSL Club, NSW and Australia. We are proud of the history and reputation of producing outstanding athletes, and the staff members of Castle Hill RSL Club are dedicated to the development of athletes from a global perspective.

Athletes act as leading ambassadors for the Club, in both the athlete's performance and behaviour by which Castle Hill RSL Club is known.

Athletes from Castle Hill RSL Club represent the Club, NSW, and at times Australia, during training and competition performances. This representation carries with it great opportunities and commensurate responsibilities and obligations. Ignorance of those responsibilities can damage the individual, the Club and the team the athlete represents. Athletes who understand their responsibilities and obligations are likely to contribute in a manner positive to their own personal reputation and that of Castle Hill RSL Junior Sports Club.

This Code of Conduct (Code) has been prepared to provide a clear framework for athletes within which to act responsibly and with honesty and dignity in the pursuit of athletic excellence. The Code demands high standards of all program athletes. The Code provides sanctions for unacceptable behaviours and attitudes. The Code provides a means where concerns about the conduct of athletes can be addressed. Any person may make a written complaint about any athlete's behaviour. The standards are expressed, in some instances, in general terms in order that they can be applied to athletes engaged in a variety of gymnsports.

In this Code, athlete represents an individual or squad member duly appointed with a Castle Hill RSL Junior Sports Club scholarship and/or membership to a Castle Hill RSL Junior Sports Club program. The governance of the Code will extend throughout the entirety of an athlete's appointment at Castle Hill RSL Junior Sports Club.

When representation of other sports organisations occurs (i.e. Australian Olympic Committee, National Sporting Teams) it is the responsibility of the athlete to be aware of that organisations code of conduct (or ethical standards) and the Code and observe that which will afford the highest standard.

The Code is prepared in conjunction with existing documentation and athletes are encouraged to be aware of details including the Castle Hill RSL Gymnastics Athlete Agreement and the Anti-Drugs policy. The material in this code of conduct is based in part on previously developed guidelines by the Castle Hill RSL Gymnastics Athlete Code of Conduct, the Code of Conduct for Coaches, Administrators, Officials, and Volunteers.

The Code includes a Member Protection Policy in a separate document as an annexure to supplement the code.

### **Guiding Principles for Castle Hill RSL Athlete Conduct**

#### Community Values

*We are committed to Community*

ensuring our athletes enhance the community they live within and are supported by. Athletes are in a position of great opportunity and responsibility where performances during training and competition will affect the reputation and success of Castle Hill RSL Junior Sports Club (sporting and otherwise).

#### *The values of Castle Hill RSL Junior Sports Club*

Place an expectation on athletes to ensure their behaviour is *excellent* and at the same time respectful.

Athletes will:

**Principle 1: Pursue Athletic Excellence and Development with Pride and Sportsmanship.**

- Obey the officials, rules, and spirit of the rules for one's chosen sport.
- Treat team members and opponents with respect.
- Perform and react with dignity regarding decisions of officials. When appropriate, and with due respect, follow the appropriate avenues for appeal.
- Comply with the Good Sports Anti-Drugs Policy.
- Recognise the importance of partnerships between Castle Hill RSL and other sporting organisations (i.e. National Sporting Associations, State Sporting Associations).
- Athletes should seek to positively participate in the building and maintenance of partnerships by the quality of their interactions with Castle Hill RSL partners.
- Compete fiercely with a characteristic of humility in the face of all outcomes.

**Principle 2: Treat People with Respect**

- Maintain respect for oneself as this will form a strong basis for respecting others.
- Observe, and learn, that respect for others changes according to cultural and contextual boundaries.
- Treat people involved in sport with courtesy, respect, and proper regard for their rights and reputation.
- Work cooperatively with fellow athletes, coaches, staff, sponsors, key stakeholders and supporters.

**Principle 3: Relate to Staff and Use the Sporting Facilities and Equipment with the Highest Consideration**

- Accept that the staff, facilities, and equipment of Castle Hill RSL Club are provided to a significant degree at the expense of the public purse and through private sector sponsorship.
- The private sector supports Castle Hill RSL Club and in doing so extends their public reputation. Consequently, athletes are not only ambassadors for Castle Hill RSL Club, but also the sponsors who support them.
- Take care of Club facilities and equipment to ensure their use is with the highest regard for safety of one-self, others, the facility and equipment.
- Use the Club facilities and equipment with diligence to ensure other athletes have the same level of access to resources that support their sporting goals.
- Avoid wasteful and misuse of financial resources that are made available through the Club sport programs, scholarship and direct athlete support schemes.

**Principle 4: Understand and Observe the Expectations of being a Community Role Model**

- Promote the integrity of the Club during training, competition and public engagements.
- Exhibit the highest standards of behaviour at Club functions or whenever representing the club.
- Conduct one-self in a manner beneficial to the Club and in a way that brings credit to the Club
- Recognise and act in a manner responsible for safeguarding the reputation (performance and otherwise) of the Club in the perception of all people and organisations external to the Club
- Take reasonable care when travelling and wearing Club apparel to ensure the highest reputation is upheld.
- Behave in a respectful manner in one's private life. At all times consider the required discretion and make judgements in all regards to ensure your sport, Club, staff, sponsors, key stakeholders, and supporters are represented with respect and are not undermined and/or brought into disrepute by one's actions.

**Wider Parameters for Codes of Conduct**

Codes of Conduct are not inclusive of the Athlete, the parameters of these Codes are outlined to include: Parents, Coaches, Volunteers, Administrators/Staff and Officials. Breaches to these Codes are treated seriously and will apply procedures of Investigation and discipline according to the authority of the Club and Association through their wider policies and constitutions.

### **Parents Code of Conduct**

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to train and compete according to the rules and to settle disagreements without resorting to hostility or violence.
- Due to the privacy act, parents may only request information on the performance and ability of their child.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example. Appreciate good performances and skilful displays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- Respect the coaches decision for athlete placement and progression across ALL programs.
- Viewing restrictions apply to parents of Competitive Gymnasts to ensure gymnasts are focused on their coaches at all times. This restriction limits viewing to the first and last 15 minutes of each training session.

### **Coaches Code of Conduct**

- Remember that young people participate for pleasure and winning are only part of the fun.
- Never ridicule or yell at a young player for making a mistake or not coming first.
- Be reasonable in your demands on athlete' time, energy and enthusiasm.
- Operate within the rules and spirit of your sport and teach your athletes to do the same.
- Ensure that the time athletes spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- Avoid overtraining the talented athlete.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all athletes.
- Display control, respect and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage your athletes to do the same.
- Show concern and caution toward sick and injured athletes. Follow the advice of a physician when determining whether an injured athlete is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the athlete's skill development.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

### **Administrators Code of Conduct**

- Involve young people in planning, leadership, evaluation and decision making related to the activity.
- Give all young people equal opportunities to participate.
- Create pathways for young people to participate in sport not just as an athlete but as a coach, referee, administrator etc.
- Ensure that rules, equipment, length of competition and training schedules are modified to suit the age, ability and maturity level of young athletes.
- Provide quality supervision and instruction for junior athletes.
- Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Give a code of behaviour sheet to spectators, officials, parents, coaches, athletes and the media, and encourage them to follow it.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

### **Officials Code of Conduct**

- Modify rules and regulations to match the skill levels and needs of young people.
- Compliment and encourage all participants.
- Be consistent, objective and courteous when making decisions.
- Condemn unsporting behaviour and promote respect for all opponents.
- Emphasise the spirit of the sport rather than the errors.
- Encourage and promote rule changes, which will make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up to date with the latest trends in officiating and the principles of growth and development of young people.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Place the safety and welfare of the participants above all else.
- Give all young people a 'fair go' regardless of their gender, ability, cultural background or religion.

### **Volunteers Code of Conduct**

An individual who accepts the position of VOLUNTEER within the context of the activities of the Club, agrees to accept the responsibilities as outlined to them and will complete the duties for the agreed to period. As a volunteer in Gymnastics, your role is critical to the success of any activity and in carrying out the assigned responsibilities you are expected to:

- Refrain from using tobacco products within the training and/or competition arena and/or area and only in designated areas if such are provided.
- Refrain from entering the training or competition arena and/or area under the influence of alcohol.
- Be prepared to do the job assigned to you.
- Work in a spirit of cooperation with other volunteers/officials and do not interfere in any way with their duties and responsibilities.
- Act in a manner that will bring credit to the Gymnastics Community and yourself, both inside and outside the training and competition arena and/or area.
- Volunteers are not to encourage athletes to consume drugs, alcohol or intoxicants.
- Be courteous to fellow volunteers, officials, athletes, coaches and the general public.
- Refrain from the use of threatening, obscene, abusive or vulgar language to fellow volunteers, officials, athletes, coaches and the general public.
- Treat everyone fairly within the context of their activity regardless of a person's culture, colour, ancestry, nationality, age, political beliefs, religion, family status, physical or mental disability, gender or sexual orientation.
- Refrain from public criticism of fellow volunteers, coaches, officials or athletes.
- Refrain from harassing any individual or engaging in any unwelcome visual, verbal or physical conduct.
- Project a positive and enthusiastic attitude towards the event, the sponsors, supporters and the job assigned, approaching these duties with a professional attitude.
- Be courteous, cooperative and discreet.
- Carry out your duties willingly, fairly and impartially.
- Report for the assigned duty on time, be well groomed.
- Respect the athlete's dignity; verbal or physical behavior that constitutes harassment or abuse are unacceptable.

Individuals Volunteering for positions with Castle Hill RSL Club and Gymnastics sanctioned/approved activity/competition are advised that by doing so they are agreeing to adhere to this and other policies, rules, regulations, by-laws and constitution of Castle Hill RSL Club, Gymnastics NSW and Gymnastics Australia.