



BAYSWATER LITTLE ATHLETICS CENTRE CODE OF CONDUCT

The Code of Conduct is a framework that outlines the standards of behaviours and ethical conduct expected of all association members in paid, volunteer and spectator capacities, providing role-specific principles to guide individual behaviour and decision-making.

ATHLETE

Athletes must meet and maintain the following requirements in regard to their conduct during any activity associated either directly or indirectly with your involvement in the sport of athletics (including but not limited to the activities of training, competing and team memberships) whether or not such activity is held or sanctioned by Bayswater Little Athletics Centre.

- Always maintain a high level of ethics and refrain from all forms of harassment, inclusive of not accepting and reporting inappropriate or unethical behaviours from others.
- Adhere to the principles of fair play and always play by the rules, respecting the traditions of the game and the spirit of competition.
- Respect the rights and dignity of every person including teammates, opponents, coaches and officials and never engage in behaviour that abuses, provokes or harasses others.
- Abide by the rules and respect the decision of officials and volunteers, making appeals through formal process and respecting the final decision.
- Always participate to the best of your abilities and respect the talent, potential and development of fellow athletes and competitors.
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others.
- Care for the equipment and facilities made available during training and competition.
- Always consider the safety and wellbeing of other participants before performance and results.
- Adhere to anti-doping policies and never engage in match fixing or betting.
- Demonstrate a high degree of individual responsibility especially in the presence of persons under 18 years of age.
- Comply with all policies as published and adopted by Bayswater Little Athletics Centre.
- Understand the repercussions if you breach or are aware of any breaches of this Code of Conduct.
- Maintain an appropriate and honest relationship with your coach, inclusive of addressing and raising concern around illness or injury that affect your ability to train or participate in the program.
- Any athlete who displays antisocial behaviour in person or on any Social Media site e.g. Facebook, Tik Tok, Snapchat, Instagram etc toward another athlete or member of BLAC, will receive a one week ban from competition.



OFFICIAL

It is a condition of appointment as a Bayswater Little Athletics Official that individuals agree to respect and abide by this Code of Conduct. This Code extends to any occasion when an individual is acting on behalf of Bayswater Little Athletics Centre.

- Hold and maintain a current Working with Children Check Card linked to Bayswater Little Athletics Centre unless they are a parent of a registered athlete
- Always behave in a manner that does not damage or compromise the standing or reputation of Bayswater Little Athletics Centre or brings the sport into disrepute.
- Respect the rights and dignity of every person involved in Athletics regardless of gender, race, ethnicity, faith or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Always ensure the safety and wellbeing of athletes above all else.
- Maintain respectful and appropriate relationships with every participant/member within the realm of the sport.
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions.
- Avoid situations that may lead to or call into question conflict of interest.
- Avoid engaging in verbal communication with coaches, club officials, parents and spectators during competition except in instances of medical emergencies or to call out acts of unethical behaviour.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity.
- Ensure that if any physical contact is required in your role as official you first obtain consent from the member and ascertain the need for such actions.
- Wherever possible, avoid unaccompanied or unobserved one on one activity with people under the age of 18 or in any situation where a power of difference exists.
- Adhere to the laws of the game and the principles of fair play, ensuring that the spirit of competition is respected by all players, coaches, and officials.
- Dress in accordance with Bayswater Little Athletics Centre Officials dress code
- Take responsible action in relation to drug and alcohol consumption or smoking/vaping in association to any Athletics related activity.
- Ensure all equipment and facilities meet safety standards and are appropriate to the age or ability of participant and advise Bayswater Little Athletics Centre where the safety standards are not met to be addressed appropriately.
- Ensure current knowledge of rules and protocols are being adopted and applied relevant to the competition standard and support opportunities for members to learn where appropriate.
- Any official who displays antisocial behaviour in person or on any Social Media site e.g. Facebook, Tik Tok, Snapchat, Instagram etc toward another athlete or member of BLAC, will be referred to the BLAC Executive Committee for action



COACH

- Hold and maintain a current Working with Children Check Card linked to Bayswater Little Athletics Centre if applicable.
- Respect the rights and dignity of every person regardless of gender, race, ethnicity, faith or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Ensure every person has equal opportunity to participate regardless of age, ability or experience.
- Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person.
- Promote the principles of fair play and discourage unsportsmanlike behaviour.
- Always consider the safety and wellbeing of participants before performance and results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition.
- Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care.
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity.
- Ensure coaching qualifications are up to date and accredited by Athletics West and the appropriate National Sporting Organisation.
- Follow the guidelines and rules set down by the member association and Athletics West.
- Call out and refer to club authorities all acts of unethical behavior, whether from players, officials, parents, or spectators.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Any coach who displays antisocial behaviour in person or on any Social Media site e.g. Facebook, Tik Tok, Snapchat, Instagram etc toward another athlete or member of BLAC, will be referred to the BLAC Executive Committee for action

PARENTS AND SPECTATORS

- Never engage in inappropriate conduct including the use of offensive language, drugs/alcohol or smoking/vaping whilst in the presence of participants under the age of 18.
- Encourage participants to play by the rules and to show respect at all times to coaches, officials, centre committee members and competitors.
- Respect the rights and dignity of every person including players, coaches, officials, parents and spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others.



- Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Call out and refer to club authorities all acts of unethical behavior, whether from players, coaches, officials, parents, or spectators.
- Participate in positive cheering that reinforces and encourages participant efforts.
- Any parent/spectator who displays antisocial behaviour either in person or on any Social Media site e.g. Facebook, Tik Tok, Snapchat, Instagram etc toward another athlete or member of BLAC, will be referred to the BLAC Executive Committee for action
- Any misbehaviour, malicious gossip, false information and/ or abusive language by parents/caregivers and spectators, directed towards any member of Bayswater LAC including the Bayswater LAC Executive Committee, must be brought to the attention of the Centre Executive, who will bring the situation to the notice of the next Centre Executive meeting, where it may be decided to suspend the offender for a period of time to be determined by the Centre Executive.

COMMITTEE MEMBER

- Respect the rights and dignity of every person regardless of gender, race, ethnicity, faith or sexual orientation and ensure that the club promotes a safe and inclusive environment.
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with the laws of the game, the principles of fair play and the standards of safe and inclusive sport.
- Protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly.
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions.
- Make decisions in the best interests of your members and the sport.
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment and abuse.
- Ensure that all players, coaches, officials, parents and spectators place wellbeing and enjoyment ahead of performance and outcomes.
- Create pathways that support players, coaches and officials to improve their skill development.
- Provide equal opportunities for all players, coaches and officials to participate, regardless of their gender, ability or cultural background.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity.
- Ensure that all members are made aware of their rights and responsibilities under the appropriate legislation including: Member Protection Policy, Code of Conduct, Child Safe Policy and Anti-discrimination Policy, and know the process by which to refer a complaint or breach.



- Any committee member (club or centre) who displays antisocial behaviour in person or on any Social Media site e.g. Facebook, Tik Tok, Snapchat, Instagram etc toward another athlete or member of BLAC, will be referred to the BLAC Executive Committee for action

BREACH OF CODE OF CONDUCT:

If any member of Bayswater Little Athletics Centre fails to observe the Code of Conduct that is applicable to their capacity, the following will occur:

1. Any transgressions are to be reported in writing to the Bayswater Little Athletics Centre Chairperson and Secretary.
2. The Chairperson, after obtaining written allegations and context relevant to the matter and in consultation with an independent person (e.g. Life Member), will ascertain whether the matter should be handled within the Bayswater Little Athletics Centre or escalated to Athletics West.
3. Should the matter be handled within the community at Bayswater Little Athletics Centre, the Chairperson will work to resolve the issue and report outcomes to the Bayswater Little Athletics Centre Committee.
4. Should the matter need to be escalated, the Athletics West Breach of Code of Conduct process will apply.