



## **Codes of Conduct**

20/09/2022

# 1. CODES OF CONDUCT

Wheelchair Rugby Australia's vision for wheelchair rugby to be Australia's premier para-sport. To achieve this vision, WRA require all members, staff, officials, coaches, parents, spectators and Directors to adhere to a minimum standard of behaviour and ethical conduct.

The Codes of Conduct outline the standards of behaviour and ethical conduct expected by Wheelchair Rugby Australia.

## 1.1. General Code of Conduct

- (a) Respect the rights, dignity and worth of others
- (b) Be fair, considerate and honest in all dealings with others
- (c) Be professional in and accept responsibility for your action
- (d) Be aware of and abide by all Wheelchair Rugby Australia Policies and Procedures
- (e) Be aware of and maintain an uncompromising adherence to wheelchair rugby's standards, rules, regulations and policies
- (f) Operate within the rules of wheelchair rugby including national and international governing guidelines
- (g) Do not use your involvement to promote your own beliefs, behaviours or practices where these are inconsistent with those of Wheelchair Rugby Australia, a member or affiliate
- (h) 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
- (i) Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible
- (j) Refrain from any form of harassment of others
- (k) Refrain from any behaviour which may bring wheelchair rugby, your team, Wheelchair Rugby Australia, a member or affiliate into disrepute
- (l) Ensure a safe environment for the conduct of all activities
- (m) Show concern and caution towards other who may be sick or injured
- (n) Be a positive role model
- (o) Maintain the confidentiality of any information you may come across in the course of your involvement with Wheelchair Rugby Australia, a member or affiliate
- (p) Understand the repercussions if you breach or are aware of any breaches of this Code of Conduct

## 1.2. Athlete Code of Conduct

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as an athlete/participant in such activities:

- (a) Adhere to the principles of fair play and always play by the rules, respecting the traditions of the game and the spirit of competition
- (b) 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
- (c) Treat all athletes fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions
- (d) Maintain high personal behaviour standards at all times
- (e) Respect the decision of coaches and officials, making any appeals through the formal processes and respecting the final decision
- (f) Always play to the best of your abilities and participate for enjoyment, not results
- (g) Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others
- (h) Care for the equipment and facilities made available during training and competition
- (i) Always consider the safety and wellbeing of other participants before performance and results
- (j) Adhere to anti-doping policies and never engage in match fixing or betting
- (k) Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators

### **1.3. Coach Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as a coach in such activities:

- (a) Respect the rights and dignity of every person regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions
- (b) Promote safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse
- (c) Ensure every person has equal opportunity to participate regardless of age, ability or experience

- (d) Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person
- (e) Promote the principles of fair play and discourage foul play and/or unsporting behaviour
- (f) Always consider the safety and wellbeing of participants before performances and results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition
- (g) Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care
- (h) Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity
- (i) Ensure coaching qualifications are up to date and accredited by the appropriate sporting body
- (j) Follow the guidelines and rules set down by Wheelchair Rugby Australia and World Wheelchair Rugby
- (k) Call out and refer to organisation authorities all acts of unethical behaviour, whether from players, officials, parents or spectators
- (l) At all times act as a role model for others, displaying high standards of good sporting behaviour

#### **1.4. Official Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as an official in such activities:

- (a) Respect the rights and dignity of every person regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions
- (b) Promote safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse
- (c) Always ensure the safety and wellbeing of players above all else
- (d) Maintain respectful and appropriate relationships with every person, especially to the players
- (e) Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions
- (f) Avoid situations that may lead to or call into question conflict of interest

- (g) Avoid engaging in verbal communication with coaches, officials, parents and spectators during play except in instances of medical emergencies or to call out acts of unethical behaviour
- (h) At all times act as a role model for others, displaying high standards of good sporting behaviour
- (i) Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity
- (j) 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

### **1.5. Classifier Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as a classifier in such activities:

- (a) Accept the fundamental para-sport values and honesty, human rights, fairness, justice, non-discrimination and personal integrity
- (b) Act with dignity, integrity and equality
- (c) Safeguard athletes' interests, priorities and opportunity to participate in fair competition and excel in sport
- (d) Safeguard athletes' physical and psychological health and wellbeing
- (e) Comply with local public health advice and review any health risks associated with the delivery of classification activities
- (f) Conduct themselves with integrity, maintaining a high standard of personal conduct and avoid any behaviour or action that would tarnish or give the impression of tarnishing the reputation of the Paralympic Movement and Wheelchair Rugby Australia
- (g) Have no undisclosed direct or indirect interest in or any relationship with any outside organisation or person that might affect or be reasonably misunderstood by others to be affecting their objectivity, judgement, or conduct in carrying out the duties and responsibilities that they have in conjunction with Wheelchair Rugby Australia's classification activities. Any potential conflicts of interest are to be declared
- (h) Avoid assuming any other role and responsibility that conflicts with their duties as Classification Personnel at a Competition, unless authorised by Wheelchair Rugby Australia. For example, a Classifier should avoid acting as a technical official, coach

or health care professional at a Competition when acting as a Classifier in that same Competition

- (i) Avoid any improper use of information or assets
- (j) Not seek or accept gifts or gratuities from any organisation or individual outside of Wheelchair Rugby Australia (or its members)
- (k) Perform their duties courteously, competently, consistently and objectively for all athletes
- (l) Respect athletes and athlete support personnel, ensuring a courteous and collaborative environment during the classification process
- (m) Maintain confidentiality of classification information and abide by other Wheelchair Rugby Australia data protection mechanisms
- (n) Perform classification during and related responsibilities while not being under the influence of alcohol or illegal substances

## **1.6. Parent and Spectator Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as a parent or spectator in such activities:

- (a) Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or other spectators
- (b) Encourage players to play by the rules and to show respect to coaches, officials and opponents at all times
- (c) 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
- (d) Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results
- (e) At all times act as a role model for others, displaying high standards of good sporting behaviour
- (f) Call out and refer to organisation authorities all acts of unethical behaviour, whether from players, coaches, officials, parents or spectators
- (g) Participate in positive cheering that reinforces and encourages participant efforts

## **1.7. Staff and Administrator Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as a staff member or administrator in such activities:

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

## **1.8. Director Code of Conduct**

In addition to the Wheelchair Rugby Australia General Code of Conduct (Article 1.1), you must also meet the following in regards to your conduct during any activity held by or under the auspices of Wheelchair Rugby Australia, a member or affiliate in your role as a Director in such activities:

- (a) Owe a fiduciary duty to the Company as a whole
- (b) Act honestly and in good faith in the interests of WRA as a whole
- (c) Act with the level of skill, care and diligence expected of a director of a major company
- (d) Demonstrate common sense and commercial reasonableness in their decisions
- (e) Not make improper use of information gained through their position as a director
- (f) Not take improper advantage of the position of director
- (g) Not allow personal interests, or the interest of any associated person, to conflict with the interests of the Company
- (h) Be independent in judgement and action and take all reasonable steps to be satisfied as to the soundness of all decisions taken by Directors
- (i) Acknowledge and embrace decision of the Directors when communicating with third parties, irrespective of their own personal views
- (j) Make reasonable inquiries to ensure that the Company is operating efficiently, effectively and legally towards achieving its goals
- (k) Undertake diligent analysis of all proposals placed before the Board
- (l) Not engage in conduct likely to bring discredit upon the Company
- (m) Give of their specific expertise generously to the Company
- (n) In Board meetings respect all opinions, stay on topic and do not use personal electronic devices unless there is an urgent need
- (o) Prevent insolvent trading by WRA
- (p) Be well prepared for Board meetings

- (q) Treat colleagues, members and employees of WRA with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare
- (r) Not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of WRA
- (s) Promote and encourage diversity, equality and inclusiveness in decision making and throughout WRA
- (t) Attend the Annual General Meeting

## **2. REVIEW**

These Codes of Conduct will be reviewed by the Board every year, or earlier as required. The next review is scheduled for September 2023.