

## **Code of Conduct**

### **1. Policy Purpose**

The Australian Paralympic Committee has established codes of conduct which apply to those who represent it in various roles.

### **2. Policy Statements**

See following pages

### **4. Provision**

### **5. Application**

- 5.1 This policy applies to all who represent the APC as athletes, sport team staff and employees.

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## **APC Games Team Staff Code of Conduct**

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All Australian Paralympic Team Staff Members agree to abide by the Staff Code of Conduct set out below.

My agreement to the Code of Conduct relates to my behaviour in the sporting environment and more generally when I am representing the APC or in any way identifiable as an Australian Paralympic Team staff member.

I acknowledge that the athletes are the focus of the APC's programs and that my involvement in the {insert year} Australian Paralympic Team is directed towards assisting them to achieve their highest possible levels of performance.

I agree to act in a manner that will not bring myself, my sport, or the APC into disrepute. My actions will always consider the following:

### ***Respect for others***

I will respect the rights, dignity and worth of every person I encounter through the {insert year and city} Paralympic Games, regardless of their gender, ability, cultural background or religion. I will:

- treat people with courtesy, respect and regard for their rights and obligations
- show respect for the physical and emotional well being of others
- show respect for other peoples' possessions
- assist in providing an environment that is free from harassment. (Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people. It is behaviour that is unwelcome and that could reasonably be expected to upset the person or people at whom it is directed)
- refrain from initiating a sexual relationship with any athlete in my program and also discourage any attempt by an athlete to initiate a sexual relationship with me, explaining to them the ethical basis of my refusal
- ensure that any physical contact with athletes is appropriate to the situation and necessary for the athlete's skill development
- assist in providing an environment that is free from discrimination. (Discrimination is the unfavourable treatment of a person or people based on prejudice, especially regarding race, religion, gender, age, or sexual preference)
- work constructively with all other team staff members in my sport as part of a support team for the athletes
- assist in providing a safe environment for training and competition by assisting to ensure that equipment and facilities meet safety standards and are appropriate for the athletes
- show concern and caution toward sick and injured athletes by assisting to provide a modified training program where appropriate, allowing further participation in training and competition only when appropriate, encouraging athletes to seek medical advice if required and maintaining the same interest and support toward sick and injured athletes as towards all other athletes in the program
- respect the laws and the customs of the places I visit as an APC representative

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**Date:** May 2007

### ***Respect for myself***

I know that respect for others starts with respect for myself. I will:

- work towards the attainment of my full potential in my role within the {insert year} Australian Paralympic Team and undertake all duties to the best of my ability
- be punctual and reliable
- maintain personal habits of health conducive to sporting excellence
- behave and dress in a dignified manner when representing the APC both in and out of competition
- be a positive role model for my sport and athletes

### ***Respect for the APC***

I recognise that the APC has established and manages the {insert year} Australian Paralympic Team and so plays a significant role in supporting the elite side of my sport. I will:

- uphold the standing and reputation of the APC within Australia and overseas
- publicly acknowledge the support of the APC when it is appropriate to do so
- wear the official APC uniform designated for my sport when in competition and other official functions
- co-operate with the APC in establishing and conducting a quality sports program
- comply with the disciplinary and grievance procedures of the APC

The "APC" includes, as well as the organisation, the full-time staff and appointed or elected officials, the State Paralympic Committees and their full-time staff, appointed or elected officials.

### ***Respect for the rules and traditions of my sport***

I understand that my conduct affects my performance and that of my fellow staff members and the athletes and that it may also reflect on my sport. I will:

- comply with the program requirements of my sport as laid down by the head coach and accept and respond in a positive manner to constructive criticism
- abide by the spirit, as well as the letter, of the rules of my sport
- accept victory and defeat with dignity and grace
- neither possess nor encourage the use of prohibited drugs, nor participate in any other practices prohibited by the APC

## **APC Athlete Code of Conduct**

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All Australian Paralympic Team Members agree to abide by the Athlete Code of Conduct set out below.

My agreement to the Code of Conduct relates to my behaviour in the sporting environment and more generally when I am representing the APC or in any way identifiable as an Australian Paralympic Team athlete.

I agree to act in a manner that will not bring myself, my sport, or the APC into disrepute. My actions will always consider the following:

### ***Respect for others***

I will respect the rights, dignity and worth of every person I encounter through the {insert year and city} Paralympic Games, regardless of their gender, ability, cultural background or religion. I will:

- treat people with courtesy, respect and regard for their rights and obligations
- show respect for the physical and emotional well being of others
- show respect for other peoples' possessions
- assist in providing an environment that is free from harassment. (Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people. It is behaviour that is unwelcome and that could reasonably be expected to upset the person or people at whom it is directed)
- assist in providing an environment that is free from discrimination. (Discrimination is the unfavourable treatment of a person or people based on prejudice, especially regarding race, religion, gender, age, or sexual preference)
- respect the laws and the customs of the places I visit as an APC representative

### ***Respect for myself***

I know that respect for others starts with respect for myself. I will:

- work towards the attainment of my full potential in my sport, my studies and/or occupation
- occupy my time gainfully outside my sport
- maintain personal habits of health conducive to sporting excellence
- behave and dress in a dignified manner when representing the APC both in and out of competition

### ***Respect for the APC***

I recognise that the APC has established and manages the {insert year} Australian Paralympic Team and so plays a significant role in supporting the elite side of my sport. I will:

- uphold the standing and reputation of the APC within Australia and overseas
- publicly acknowledge the support of the APC when it is appropriate to do so

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- wear the official APC uniform designated for my sport when in competition and other official functions
- co-operate with the APC in establishing and conducting a quality sports program
- comply with the disciplinary and grievance procedures of the APC

The "APC" includes, as well as the organisation, the full-time staff and appointed or elected officials and the State Paralympic Committees and their full-time staff and appointed or elected officials.

***Respect for the rules and traditions of my sport***

I understand that my conduct affects my performance and that of my team mates and that it may also reflect on my sport. I will:

- comply with the training requirements of my sport as laid down by the coaches and accept and respond in a positive manner to their constructive criticism
- abide by the spirit, as well as the letter, of the rules of my sport
- accept victory and defeat with dignity and grace
- neither possess nor use prohibited drugs, nor participate in any other practices prohibited by the APC

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## **APC Staff Code of Conduct**

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The purpose of the Code of Conduct is to present a list of accepted behaviours by staff of the APC. It is aimed at presenting a professional image to other staff, officers, clients and stakeholders of the APC.

An APC staff member shall:

- Uphold and not injure or compromise the standing and reputation of the APC.
- Comply with published APC protocols and procedures and operate within the spirit of such.
- Treat all individuals and organisations with courtesy, respect and tolerance.
- At all times discharge allotted and accepted responsibilities with integrity.
- Not misuse authority or office for personal gain.
- Not injure or attempt to injure the professional reputation of other staff, officers or members.
- Respect the confidentiality of information which comes to them in the course of their duties.
- Engage in continued learning to improve competence and pursue new areas, as agreed.
- Accept only such work as they believe they are competent to perform and if necessary obtain expert advice.
- Be expected to complete work tasks within your role competently.