

## APPENDIX B: ROLE-SPECIFIC CODES OF CONDUCT

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- B1:** Judges Code of Ethics
- B2:** Coaches Code of Ethics
- B3:** Athlete Code of Conduct
- B4:** Volunteer Code of Conduct
- B5:** Parent/Guardian Code of Conduct
- B6:** Spectator Code of Conduct
- B7:** Team Officials Code of Conduct
- B8:** Club Committee Member Code of Conduct
- B9:** Employee Code of Conduct

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## Attachment B1: Judges' Code of Ethics

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In order to present a professional image and to judge objectively and accurately, all judges should:

### ***In General:***

- understand and abide by the Judge's Oath
- be fully conversant with the FIG Code of Points and/or any other published rules and regulations pertaining to the standard of gymnastics being judged
- actively maintain technical knowledge through ongoing review of the Code of Points, technical publications, video tapes and gym floor participation
- attend all pre-competition judges' meetings
- dress in a tidy fashion benefiting the status and image of a judge
- be punctual for all official events
- avoid the use of derogatory language
- be prepared to counsel athletes and coaches regarding the athlete's performance after competitions

### ***When travelling with a team:***

- report any significant outcomes from the pre-competition meetings to the team coach
- be available to attend training sessions to advise on judging matters
- emphasise the spirit of the sport rather than the errors
- compliment and encourage all competitors
- be accountable for one's own judging performance
- be a current Technical Member of Gymnastics Australia/State Association

### ***At competitions:***

- dress in the standard judge's uniform for competition
- be prepared for the competition by having all personal judging equipment and accessories readily available and by being conversant with the apparatus and exercises
- be co-operative with competition organisers, floor managers, announcers and head judges
- be quick and accurate in determining scores
- be co-operative in judges' conferences and assist the head judge to arrive at the final score
- be prepared to justify scores in a judge's conference
- be consistent, objective and courteous at all times

## Attachment B2: Coaches Code of Ethics

In order to present a professional image and as an accredited Gymnastics Australia coach, all coaches should:

***Abide by the rules of Gymnastics Australia as set forth in its constitution and by-laws.***

- follow procedures for enforcement of the Code of Ethics
- accept any judgments made
- use the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member, or attempting to change policy of Gymnastics Australia

***Direct my observations and recommendations regarding all aspects of gymnastics to the appropriate persons for the betterment of the sport.***

- be constructive in my criticisms and direct comments and observations to the relevant individuals and organisations, to avoid gossip innuendo and malicious comment
- respect the efforts of appointed and elected representatives of Gymnastics Australia

***Represent myself and my coaching status in an honest and professional manner, without bringing the coaching profession or Gymnastics Australia into disrepute***

- use my accreditation status and Technical Membership of GA to represent my ability in an honest manner, not to gain unwarranted favours
- be professional in and accept responsibility for my actions
- extend professional courtesy to other coaches, athletes and their parents by keeping them informed in matters relevant to athlete's training programs
- abide by and respect the regulations governing sport and the organisation and individuals administering those regulations
- be a role model for my sport and my athletes
- respect the rights, dignity and worth of every human being within the conduct of my involvement in gymnastics

***Exercise a standard of care consistent with my competence and obligations as a coach***

- show concern for the health, safety and welfare of athletes and colleagues
- coach within the limits of my competence as a coach
- follow GA safety guidelines in respect of the duty of care owed to the athlete
- provide planned and sequential training programs based on the individual developmental needs of athletes
- modify the training program for injured athletes based on appropriate medical advice when required
- provide a safe environment for participants in training and competition

***Provide a quality service to my athletes and to the sport***

- maintain or improve my current NCAS accreditation
- seek continual improvement through performance appraisal and ongoing coach education
- honour the responsibilities given to a coach by keeping all relevant qualifications up to date
- work to ensure my athletes' time spent with me is a positive experience

***Promote and assist in the development of the coaching profession***

- assist others to develop good attitudes, skills and knowledge relating to the sport
- promote and assist in the education of other coaches

***Put athletes' welfare first; making decisions based on the best interests of my athlete's sporting, education and vocational careers***

- acknowledge the individual talents and potential of athletes
- maintain a balanced emphasis of sporting involvement within educational and career objectives

***Show leadership, and support efforts to remove the abuse of drugs in sport***

- abide by the regulations of the relevant national and international sporting and government bodies
- respect the health and dignity of athletes to compete on the basis of their abilities; within the rules of the sport of gymnastics

***Encourage, by example, the removal of any form of personal abuse or inappropriate discrimination***

- refrain from verbal, physical or emotional abuse
- refrain from any form of sexual harassment towards athletes and colleagues
- refrain from using the influence of a coaching position to encourage inappropriate intimacy between coach and athlete
- refrain from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability of athletes
- be alert to any forms of abuse towards my athletes from other sources whilst they are in my care

***Ensure physical contact with athletes is appropriate and necessary for the athletes' skill development***

- ensure spotting methods and philosophy are consistent with established gymnastics principles
- ensure spotting is used only to facilitate learning or safe performance

## **Attachment B3: Athlete Code of Conduct**

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In addition to AGDA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or attended by AGDA, a State/National/member association or business and in your role as a athlete/participant in any activity held by or under the auspices of AGDA and, a State/National/member association or a business:

1. Respect the rights, dignity and worth of fellow athletes, coaches, officials and spectators.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow athletes and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your coach.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
12. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

## **Attachment B4: Volunteer Code of Conduct**

In addition to AGDA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or attended by AGDA, a State/National/member association or business and in your role as a athlete/participant in any activity held by or under the auspices of AGDA and, a State/National/member association or a business:

1. Respect the rights, dignity and worth of others
2. Focus on the specific roles and responsibilities that have been assigned
3. Make a commitment to providing a quality service
4. Be professional in, and accept responsibility for, your actions.
5. Be aware of, and maintain an uncompromising adherence to, AGDA's standards, rules, regulations and policies.
6. Attend relevant orientation sessions and training as required for your position.
7. 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.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Refrain from any form of harassment of others.
10. Refrain from any behaviour that may bring AGDA and, a state/national/member association or an affiliated club into disrepute.
11. Cooperate with other volunteer & staff members, team cohesion is essential.
12. Be a positive role model.
13. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

## **Attachment B5: Parent/Guardian Code of Conduct**

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As a parent/guardian of an athlete/participant in any activity held by or under the auspices of AGDA, a state/national/member association or a business, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance and skilful plays by all athletes (including opposing athletes).
6. 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.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (athlete, coach, umpire, administrator and so on).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
10. Be a positive role model.
11. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

## **Attachment B6: Spectator Code of Conduct**

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As a spectator in any activity held by or under the auspices of AGDA, a state/national/member association or a business, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the decisions of officials and teach young people to do the same.
2. Never ridicule or scold a young athlete for making a mistake. Positive comments are motivational.
3. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or athletes.
4. Show respect for your Clubs opponents. Without them there would be no event.
5. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass athletes, coaches, officials or other spectators).
6. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



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## **Attachment B7: Team Officials Code of Conduct**

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As a member of AGDA's travelling team you must meet the following requirements in regard to your conduct during any activity held or sanctioned by FIG, Gymnastics Australia, business, visiting club &/or Gymnastics Queensland:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adhesion to, AGDA's standards, rules, regulations, and policies (including competition rules where necessary).
6. Ensure that the conduct of the team is in accordance with AGDA's standards, rules, regulations and policies.
7. Do not use your involvement with AGDA, to promote your own beliefs, behaviours or practices where these are inconsistent with those of AGDA.
8. Foster a collaborative approach to the management of the team.
9. Be responsible for the overall welfare and well-being of team members and officials when travelling with a team.
10. Maintain a 'duty of care' towards team members and accountability for the management of the team.
11. Show concern and caution towards others who may be sick or injured.
12. 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. Be a positive role model.
13. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
14. Refrain from any form of harassment of others.
15. Refrain from any behaviour that may bring AGDA, into disrepute.
16. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

## Attachment B8: Club Committee Member Code of Conduct

The professional and personal conduct of Affiliated Club Committee members is of paramount importance. The Code of Conduct for Club Committee Members, as outlined below, exists to ensure that 'the personal behaviour and private interests of Committee members do not intrude on the efficient performance of the Club Committee, State Office and/or individual members or the proper use of the Club's resources, nor reflect on the integrity and good standing of the Club. Procedures for dealing with breaches should also be in place and outlined under the Club's Constitution.

Committee Members are to:

- take all reasonable steps to place themselves in a position to guard and monitor the management of the organisation;
- act honestly, ethically, professionally and in good faith at all times, in the interest of the Incorporated Association as a whole;
- exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in the Incorporated Association's circumstances;
- avoid any actual or potential conflict between the obligations owed to the Incorporated Association and a personal interest or other duties;
- keep confidential information obtained;
- disclose advantages or business opportunities acquired, in the course of office;
- prevent insolvent trading by the Incorporated Association;
- acquire a working knowledge of the fundamentals of the Incorporated Association's business;
- keep informed about the activities of the Incorporated Association and assess the safety and standard of business practices of management;
- generally monitor the Incorporated Association's affairs and policies, although a detailed inspection of day to day activities is not required;
- maintain a familiarity with the financial status of the organisation by regularly reviewing the financial statements;
- make enquiry into matters revealed by the financial statements which call for enquiry;
- refrain from any form of harassment of others;
- understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

Remember, as a member of the Committee it will be **perceived** by other Clubs and parents, at any gymnastics meeting and/or event, that you are representing your Incorporated Association. It is vital that all Committee members ensure the above Code of Conduct is always up-held and the Club, it's Committee, staff and agreed decisions or operations by these parties are at all times promoted in a positive manner.

## Attachment B9: Employee Code of Conduct

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As a paid staff member of AGDA, you must meet the following requirements in regard to your conduct during daily activities held or attended by AGDA, a state/national/member association or an affiliated club/business and in any role you hold within AGDA, a state/national/member association or an affiliated club/business:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adhesion to, AGDA's standards, rules, regulations, policies and procedures.
6. Operate within the rules of the sport including national and international guidelines which govern AGDA, the state/national/member association or an affiliated club/business.
7. Do not use your involvement with AGDA state/national/member association or an affiliated club/business to promote your own beliefs, behaviours or practices where these are inconsistent with those of AGDA, a state/national/member association or an affiliated club/business.
8. 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.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring AGDA, a state/national/member association or an affiliated club/business into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Be a positive role model.
14. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.