



CODE OF CONDUCT (BEHAVIOUR)

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EXTERNAL USE

CODE OF CONDUCT (BEHAVIOUR)

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CODE OF CONDUCT (BEHAVIOUR)

1. Code of Conduct Foundation

Purpose The Code of Conduct (Behaviour) aims to set out the minimum standards for anyone involved in the sport of Little Athletics in South Australia.

Scope **In scope** of this document is all SALAA endorsed activities including competing, training, attending, volunteering or taking part in Association or club-sanctioned activities.

This document forms part of the Child Safety Framework.

Intended User The Intended users of this Code of Conduct are:

- SALAA Board, Management and Staff.
- Athletes.
- Coaches.
- Officials.
- Parents.
- Spectators.
- Volunteers.

It is expected that all users will abide by the Child Safety Framework and in particular the Code of Conduct (Child Safety).

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2. Code of Conduct Expectations

Principles

Authorised users of this policy are expected to:

- Treat all persons with respect, fairness and to not harass, bully or discriminate against any person, child or young person on the basis of race, age, gender, disability, identity, family and relationship status.
- Ensure the sport is conducted fairly and safely, at an appropriate level based on age and skill.
- Encourage a fun environment for all.
- Protect children and young people.

Responsibilities and Delegations

The SALAA Board is responsible for:

- Promoting and adhering to the principles of the Code of Conduct.
- Developing strategies to ensure that the principles of the Code of Conduct are promoted and adhered to throughout the organisation.

Chief Executive Officer (CEO) is responsible for:

- Ensuring all SALAA Staff and Club Committees are aware of and have access to the Code of Conduct and provide support and advice.
- Developing and enacting a process for monitoring compliance with the Code of Conduct.
- Ensuring the Code of Conduct is up to date at all times.
- Participating in any disputes resolution as required.

SALAA Workers, Athletes, Coaches, Officials and Volunteers are responsible for:

- Complying with this Code of Conduct.
- Reporting any instances where it is not complied with.

Clubs are responsible for:

- Distributing, promoting awareness, disseminating advice
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to its members, athletes, and volunteers, enforcing and monitoring this Code of Conduct.

- Complying with this Code of Conduct.
 - Reporting on any serious or repeated incidents of non-compliance to SALAA.
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3. Code of Conduct Details

3.1 Little Athletics Community Expectations

SALAA Commitment

SALAA's commitment to the safety of children and young people is fundamental to the principles and values as an organisation and sport.

We aim to create an environment where all children and young people can participate in Little Athletics and feel safe, valued and protected.

Inappropriate behaviour or criminal behaviour will not be tolerated.

Community Behaviour Expectations

The basic principles that are expected of all of the Little Athletics Community are:

- Acting within the rules and spirit of Little Athletics.
 - Promoting fair play over winning at any cost.
 - Treating each person as an individual.
 - Showing respect and courtesy to all involved with Little Athletics.
 - Displaying appropriate and responsible behaviour in all interactions.
 - Displaying responsible behaviour in relation to drug and alcohol abuse.
 - Acting with integrity and objectivity and accept responsibility for your decisions and actions.
 - Ensuring decisions and actions contribute to a safe environment.
 - Not tolerating harassing, discriminating, intimidating, abusive, bullying, or threatening behaviour.
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Equal Opportunity Ensure that equal opportunities for participation in sports are made available to all children regardless of ability, size, shape, sex, disability or ethnic origin.

Where Behaviour is Exhibited that is not within Expectations Where inappropriate behaviour is witnessed, the person must take the following steps:

Step	Action
1	Inform a club committee member or SALAA staff member of issues.
2	Gather information about the incident.
3	Escalate reports to the CEO of SALAA if the Inappropriate Behaviour is a serious breach of the Code of Conduct, or there has been repeated incidents.
4	Follow the Complaints Handling and Grievance Procedure.

Action will be determined based on the seriousness of the breach of the Code of Conduct and the circumstances of the incident. Where criminal behaviour is involved a report to SAPOL will be undertaken.

Interested Party Expectations The following sections set out the expected behaviour of all interested parties and should be followed at all times.

3.2 Administrators

Safety and Appropriateness As children participate in Little Athletics for enjoyment, Administrators are to ensure the following:

- Clinics are provided which aim at improving the standards of coaching and officiating, with an emphasis on appropriate behaviour & skill technique.
- Equipment & facilities are safe and appropriate to the ability level of participating children.
- Rules, equipment, events & training schedules are relevant to age, ability & maturity level of participating children.

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- There is a focus on the needs of participants rather than the enjoyment of the spectator and equal opportunities for all children to participate.
- Adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate positive behaviour, skill & technique.

Fair Play

Ensure parents, coaches, sponsors, administrators, officials & participants understand their responsibilities regarding fair play. This should be supported by distribution of this Code of Conduct (Behaviour) to all interested parties.

3.3 Officials

Fair Play Behaviour

Officials should always be positive and consistent in their approach to officiating the sport by:

- Complimenting all participants on their effort.
- Promoting teamwork and team spirit.
- Being consistent, objective & courteous in calling all infringements.
- Calling out unsporting behaviour.
- Promoting respect for all opponents.

Safety and Appropriateness

To ensure enjoyment and safety for all, the following should occur:

- Equipment and facilities meet safety standards and are appropriate to the age and ability of the participants.
- Ensure all rules are enforced to maintain safe practice.
- Provide information and instruction on how to undertake events and activities safely.

Personal Behavior

Officials should always conform to the Code of Conduct (Behaviour) including:

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- Demonstrating principles of good sporting behaviour.
 - Remaining informed of current officiating principles & the principles of growth and development of children.
 - Never being under the influence of drugs or alcohol.
 - Smoking in the venue.
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3.4 Coaches

Approach to Coaching

- Be reasonable in your demands on young athlete's time, energy & enthusiasm.
- Teach athletes that the rules of the sport are mutual agreements which no one should evade or break.
- Whenever possible, group athletes to give a reasonable chance of success. I.e., by age group, gender, ability.
- Provide equal time and opportunities for all athletes irrespective of ability.
- Follow the advice of a medical practitioner when determining when an injured athlete is ready to recommence training.
- Help each person (athlete, official, etc.) to reach their potential.

Safety and Appropriateness

- Equipment and facilities must meet safety standards and be appropriate to the age and ability of the athletes.
- Undertake appropriate training and clearances.
- Consider maturity level of the children when scheduling and determining the length of training times and competition.

Fair Play Behaviour

Demonstrate and develop respect for the ability of opponents as well as for the judgment of Officials & Coaches.

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Personal Behavior	<p>Coaches should always conform to the Code of Conduct (Behaviour) including:</p> <ul style="list-style-type: none">• Demonstrating principles of good sporting behaviour.• Remain informed of current officiating principles & the principles of growth and development of children.• Minimise personal contact with athletes and when personal contact is required to demonstrate a skill, it is appropriate.• Never ridicule or yell at the children for making mistakes or losing an event.
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3.5 Parents/Spectators

Parents Approach	<p>Little Athletics is for children and young people's enjoyment. They should be willing participants whose goal is to have fun and be encouraged to set realistic goals for their child. Encourage your child and other children to participate, do their best and have fun.</p>
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Appropriate Behaviour	<p>Support Little Athletics activities by being positive and respectful to all parties. Always:</p> <ul style="list-style-type: none">• Be encouraging.• Teach the value of recognising and putting in effort, rather than the end outcome.• Reinforce playing by the rules and fair play.• Respect the value of officials coaches and volunteers.• Raise any concerns or questions appropriately and through correct channels.• Do not tolerate any abusive behaviour from any party.
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Inappropriate Behaviour	<p>The following behaviours should never occur toward a child at a little athletics event:</p> <ul style="list-style-type: none">• Ridicule or yell at a child or any other party.
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- Be physically or verbally abusive.
 - Argue or question with officials.
 - Be under the influence of drugs or alcohol.
 - Smoke in the venue.
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3.5 Athletes

As an Athlete

Demonstrating fair play includes behaving in an appropriate manner to ensure everyone enjoys Little Athletics. Applaud good results whether they be by your Club/State, opponent or the other Club/State.

While doing your best and putting in effort is important so is having fun and making sure that Little Athletics is enjoyable for all.

Fair Play

As an athlete demonstrate the principles of fair play and fun by:

- Never arguing with an Official.
 - Controlling your temper.
 - Being a good sport.
 - Encouraging and praising all athletes.
 - Never being disrespectful, negative, or abusive to any party.
 - Cooperating with your coach, officials, volunteers, club mates and other participants.
 - Working hard for all involved.
 - Never cheat, take drugs or supplements to improve your performance.
 - Not interfering with, bullying or taking unfair advantage of another athlete.
 - Having fun, participating because you want to, not just to please others.
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4. Definitions and References

4.1 Definitions

Grievance Definition A cause of distress felt to afford reason for complaint.

Inappropriate Behaviour Inappropriate Behaviour is defined as behaviours such as:

- Workplace Bullying.
- Sexual Harassment.
- Harassment.
- Discrimination.
- Aggression and Violence.
- Impairment by Alcohol or other Substances.

4.2 References

Child Safety Legislation [Children and Young People \(Safety\) Act](#)

4.3 Referenced Documents

Code of Conduct (Child Safety) Outlines the expected behaviours of everyone in Little Athletics towards children and young people. This must be adopted by all SALAA affiliated clubs.

Complaints Handling & Disputes Resolution Procedure Provides the steps to be taken to deal with any grievance or complaint referred to SALAA.

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Child Safety Policy

Demonstrating SALAA's commitment to protect children and young people within Little Athletics. The policy provides the framework for ensuring creation of a safe, fair and inclusive environment within the sport.
