

CODE OF CONDUCT

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Approved By:	Rowing Australia Board
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1. Background

This Code of Conduct aims to ensure that everyone involved in Rowing is aware of the standards of behaviour expected of them and the mechanism for dealing with Prohibited Conduct.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Activity means a Rowing contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Relevant Organisation.

Administrator means a person who has a role in the administration, operation or Activity of a Relevant Organisation, including owners, directors, committee members or other persons.

Athlete means a person who is registered, or entitled to participate, in an Activity.

Coach means a person appointed to train an athlete or team in an Activity.

Contractor means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

- (a) agents, advisers, and subcontractors of a Relevant Organisation and
- (b) employees, officers, volunteers, and agents of a contractor or subcontractor.

Club means any club that enters an Athlete or a Team to participate in an Activity.

Employee means a person employed by a Relevant Organisation.

Member means a member of a Relevant Organisation, including:

- (a) **Member Organisations**, which means each company or incorporated association that is a member of Rowing Australia - including each:
 - a. State, Territory, and Club Member; and
 - b. Club or affiliate that is a member of a State and Territory Member.
- (b) **Individual Members**, which means individuals who are individuals registered with a Member Organisation.

Official means a referee, umpire, technical official, or other official appointed by a Relevant Organisation, or any league, competition, series, Club or Team sanctioned by a Relevant Organisation.

Participant means:

- (a) Athletes;
- (b) Coaches;
- (c) Administrators;
- (d) Officials;
- (e) Support Personnel; and

- (f) Parents/carers and spectators who are bound by this Code of Conduct.

Prohibited Conduct means any failure to comply with this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) Rowing Australia
- (b) Member Organisations;
- (c) Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following persons:

- (a) Individual Member;
- (b) Participant;
- (c) Employee;
- (d) Contractor;
- (e) Volunteer; and
- (f) Any other individual who has agreed to be bound by this Code of Conduct.

Rowing means the sport of rowing, as governed by Rowing Australia and World Rowing from time to time.

Rowing Australia or **RA** means Rowing Australia Limited.

Support Personnel means a person appointed in a professional or voluntary capacity by a Relevant Organisation, or any league, competition, series, Club or Team sanctioned by a Relevant Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members.

Team means a collection or squad of Athletes, registered with a Relevant Organisation or entitled to participate in an Activity.

Volunteer means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

3. Jurisdiction

3.1 Who the Code of Conduct applies to

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations must comply with this Code of Conduct:
 - (i) In relation to any dealings they have with Relevant Organisations or their Employees, Contractors and representatives;
 - (ii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iii) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) This Code of Conduct applies to conduct in-person and online (including social media).
- (c) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.

4. Code of Conduct

4.1 Relevant Persons and Relevant Organisations must:

- (a) Comply with all applicable policies, including competition rules and regulations.
- (b) Act and operate within the rules and spirit of Rowing.
- (c) Be ethical, considerate, fair and honest in all dealings with other people and organisations.
- (d) Maintain appropriate, professional relationships with others in the sport of Rowing.
- (e) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity, tolerance and have proper regard for their rights and obligations.
- (f) Be a positive role model.
- (g) Not engage in inappropriate conduct including the use of offensive language or gestures.
- (h) Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play.
- (i) Follow appropriate processes in relation to grievances and disputes, including by minimising or de-escalating conflict and respecting the outcome.
- (j) Act with care and diligence to contribute to a safe environment.
- (k) Respect Rowing venues and facilities.
- (l) Adopt and support responsible behaviour in relation to the use of alcohol and other substances.
- (m) Not be intoxicated while involved in or at an Activity.

- (n) Respect, protect and not misuse confidential information obtained through their involvement in Rowing.
- (o) Not engage in behaviour that is unlawful, unsafe, unorderedly or otherwise may prejudice or bring into disrepute a Relevant Organisation or Rowing.
- (p) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives.
- (q) Report any breach of this Code of Conduct or other unethical conduct.

4.2 Coaches must also:

- (a) Treat all Athletes with care and consistency.
- (b) Involve Athletes in decisions that affect them.
- (c) Prioritise health, safety and wellbeing above performance and results.
- (d) Be accountable, impartial, consistent and transparent in their conduct and decision-making.
- (e) Avoid actual or perceived conflicts of interest.
- (f) Be honest and ensure that qualifications are not misrepresented.
- (g) Ensure that equipment and activities are safe and suitable for the maturity, ability and experience of Athletes.
- (h) Encourage, within reason, Athletes to compete to the best of their ability.
- (i) Follow medical advice in relation to injuries and illness, including when an injured or sick Athlete may safely return to training and competition.
- (j) Ensure any physical contact with an Athlete is appropriate to the situation and necessary for skill development.
- (k) Not use or be under the influence of alcohol, cigarettes (including e-cigarettes) or illicit drugs while coaching or otherwise involved in an Activity.
- (l) Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.

4.3 Officials, Volunteers and Support Personnel must also:

- (a) Not use or be under the influence of alcohol, cigarettes (including e-cigarettes) or illicit drugs while exercising relevant functions or otherwise involved in an Activity.
- (b) Be accountable, impartial, consistent and transparent in their conduct and decision-making.
- (c) Avoid actual or perceived conflicts of interest.

4.4 Administrators must also:

- (a) Make decisions in the best interests of their constituents and the sport.

- (b) Exercise due care, diligence and skill in the performance of their duties (including by making reasonable enquiries to understand the financial, strategic and other implications of decisions).
- (c) Not use or be under the influence of alcohol, cigarettes (including e-cigarettes) or illicit drugs while exercising official functions or otherwise involved in an Activity.
- (d) Be accountable, impartial, consistent and transparent in their conduct and decision-making.
- (e) Avoid actual or perceived conflicts of interest.

4.5 **Athletes** must also:

- (a) Uphold the highest standards of sporting behaviour.
- (b) Not be under the influence of alcohol, cigarettes (including e-cigarettes) or illicit drugs while involved in an Activity.
- (c) Respect the talent, potential and development of fellow Athletes.
- (d) Care and respect the equipment and facilities made available.
- (e) Prioritise health, safety and wellbeing above performance and results.

4.6 **Parents and carers** must also:

- (a) Prioritise health, safety and wellbeing above performance and results.
- (b) Encourage their child to follow the rules if they fail to behave appropriately.
- (c) Positively support their child in a respectful and encouraging manner, mindful of other rowers and their families.

5. **Prohibited Conduct**

- 5.1 Subject to clause 5.2, the Rowing Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.
- 5.2 Where Rowing Australia considers that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.