

<b>Archery Victoria Guidance Note</b>			
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## Code of Conduct for Teams

### Guidance Note Intent

Archery Victoria has adopted the National Integrity Framework (NIF) in regard to conduct of its, administrators, officials, coaches, members and visitors.

The NIF is designed to assist with creating a safe and fair sporting environment for all, by setting out rules about behaviours that are unacceptable in Sport. Behaviours defined as Prohibited Conduct or Unacceptable Behaviour are outlined in the Archery Victoria policy document 0501 Member Protection Policy.

This document and the Safeguarding Children and Young People Code of Conduct are designed to give guidance on acceptable behaviour of Administrators, Team Managers, Coaches, Team Members, and Parents/Guardians when involved in any activity held by or under the auspices of Archery Victoria and/or its Affiliated Clubs.

### 1. Administrators/Team Managers

- Respect the rights, dignity and worth of all Administrators, Officials, fellow Archery Victoria/Archery Australia and other countries team members, coaches, judges, and visitors.
- Refrain from conduct, which could be regarded as Prohibited Behaviour (as defined in 0501 Member Protection Policy).
- Reject and have zero tolerance towards any form of harassment, bullying, or other Prohibited Behaviour.
- Maintain strict impartiality, and where required confidentiality.
- Be professional in your conduct, language, presentation, manners, and punctuality and accept responsibility for your actions.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of Officials. Make all appeals through the formal process and respect the final decision.
- Cooperate with Archery Victoria Coaches and Officials in development of programs to adequately prepare team members for competition at the highest level.
- Resolve conflicts fairly and promptly by following Archery Victoria policies and procedures.
- Follow Archery Victoria Policies in all administrative actions.
- Be aware of your legal responsibilities.

### 2. Coach

- Respect the rights, dignity and worth of all Administrators, Officials, fellow Archery Victoria/Archery Australia and other countries team members, coaches, judges, and visitors.
- Reject and have zero tolerance towards any form of harassment, bullying, or other Prohibited Behaviour.
- Treat archers under your guidance (student) with respect at all times.
- Be fair, considerate, honest and consistent with all archers.
- Strictly comply with this Archery Victoria Code of Conduct the towards students, other archers, other coaches, officials and parents.
- Do not tolerate acts of aggression.
- Provide feedback to students and other archers in a manner sensitive to their needs.
- Avoid overly negative feedback.
- Recognise an archer's rights to consult other coaches and advisers. Cooperate with other specialist coaches.

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- Treat all archers 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.
  - Encourage and facilitate students towards independence and responsibility for their own behaviour, performance, decisions and actions.
  - Involve your students in decisions that affect them.
  - Encourage all archers to respect one another and to respect for their worth as individuals regardless of their level of skill.
  - Ensure that the training tasks set are suitable for age, ability and physical and psychological conditions of the student.
  - Ensure any physical contact with students is appropriate to the situation and necessary for the student's skill development.
  - Be acutely aware of the power that you as a coach develop with students under your guidance in the coaching relationship and avoid any sexual intimacy with them that could develop as a result.
  - Avoid situations with students that could be construed as compromising.
  - Actively discourage the use of performance enhancing drugs, alcohol, tobacco and illegal substances.
  - Actively discourage competition manipulation and betting on archery outcomes.
  - Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your students.
  - Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
  - Know and abide by the relevant AV Policies, rules, regulations and standards. Encourage your students to do likewise. Accept both the letter and the spirit of the rules.
  - Be honest and ensure that your qualifications are not misrepresented.

### **3. Archery Victoria Team Members**

- Respect the rights, dignity and worth of all Administrators, Officials, fellow Archery Victoria/Archery Australia and other countries team members, coaches, judges, and visitors.
- Refrain from conduct, which could be regarded as Prohibited Behaviour (as defined in 0501 Member Protection Policy).
- Reject and have zero tolerance towards any form of harassment, bullying, or other Prohibited Behaviour. If you see it, or experience it, report it.
- Be professional in your conduct, language (no swearing), presentation, manners, and punctuality and accept responsibility for your actions.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of Officials. Make all appeals through your Team Manager and respect the final decision.
- Cooperate with Archery Victoria Coaches and Officials in development of programs to adequately prepare team members for competition at the highest level.
- Respect the skills of fellow archers or competitors.
- Care for and respect any uniform or equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program required.
- Maintain high personal behaviour standards at all times.
- Be honest in your attitude and preparation and training. Work equally hard for yourself and your team.

### **5. Parent/Guardian**

- Respect the rights, dignity and worth of all Administrators, Officials, Archery Victoria/Archery Australia and other countries team members, coaches, judges, they are all volunteers, respect their efforts.

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- As a parent/guardian at an Archery Victoria event, refrain from conduct, which could be regarded as Prohibited Behaviour (as defined in 0501 Member Protection Policy).
  - Remember that your child participates in sport for their own enjoyment, not yours. Focus on your child's efforts and performance rather than winning or losing.
  - Never ridicule or yell at your child and other children for making a mistake or losing a competition.
  - Show appreciation for good performance and skilful execution by all archers (including opposing team members).
  - Respect officials' decisions and teach your child to do likewise.
  - Do not physically or verbally abuse anyone associated with the sport (player, coach, photographer, or official).
  - Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
  - Reject and have zero tolerance towards any form of harassment, bullying, or other Prohibited Behaviour.

## **6. Breaches of the Code of Conduct**

6.1 The Victorian Government has legislated serious punishments for breaches of some of the behaviours outlined in the Archery Victoria Member Protection Policy. Depending on the seriousness of the breach the Victorian Police may lay charges.

6.2 Behaviours that have less serious consequences will be dealt with by Archery Victoria following 0502 Complaints, Disputes and Discipline Policy. Substantiated allegations of breaches of any of Archery Victoria's Codes of Conduct may attract sanctions imposed by Archery Victoria.

Sanctions may include:

- Counselling of the person.
- Issuing a formal written warning.
- Imposing a ban on the person, player, official or spectator.
- Denying membership to the person, player or official.
- In rare and serious cases, where a breach of the Code constitutes unlawful behaviour, it may be necessary to involve the Police.