



TEAM MEMBERS CODE OF BEHAVIOUR

1) Definitions

In this Code, the following words have the respective meanings:

"The Association" means Athletics NSW limited, Athletics NSW and ANSW

"Athlete" means a Team Member or Squad Member

"Authorised Officer" means any person appointed by The Company or the Team or Squad Leader to assist with the leadership, management or administration of any Team or Squad Camp or Activity

"Competition" means any competition or series of competitions for which the Team Member is selected or appointed by The Company.

"Squad Assembly" means the official gathering of the Squad for a Squad Camp or Activity as determined by the Squad Leader. In the absence of any specific determination, where the Squad is travelling as part of a co-ordinated travel plan, this shall be the point or points of departure for each Squad Member for travel to the Squad Camp or Activity or in other circumstances, at the time of Village entry or where there is no Village, at the location of the Squad Camp or Activity.

"Squad Camp or Activity" means any squad camp or activity of any nature for which the Squad Member is selected or appointed by The Company.

"Squad Member" means any person selected by the Company as a member of a Squad for a Squad camp or Activity, whether as an athlete, coach, official or support staff and includes an Authorised Officer and any accredited personal coach of an athlete.

"Squad Membership Period" means in respect of general obligations under this Code, the period from the selection of the Squad Member in the Squad until the expiration of membership for any reason and specifically for the avoidance of any doubt, in respect of any Squad Camp or Activity from the time of Squad Assembly until the time of Squad Release.

"Team" means a team selected by The Company to represent Australia or The Company at any Competition.

"Team Assembly" means the official gathering of the Team as determined by the Team Leader. In the absence of any specific determination, where the Team is travelling as part of a co-ordinated travel plan, this shall be the point or points of departure for each Team Member for travel to the Competition or a pre-Competition Camp or in other circumstances, at the time of Village entry.

"Team Leader" and "Squad Leader" means any person appointed by the Company whose role is the leadership, management or administration of the Team or Squad.

"Team Member" means any person selected by the Company as a member of the Team, whether as an athlete, coach, official or support staff and includes an Authorised Officer and any accredited coach of an Athlete for the Competition.

"Team Membership Period" means from the time of Team Assembly until the time of Team Release 3

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“Team Uniform” or “Squad Uniform” means ceremonial, formal and casual apparel, competition sportswear and equipment supplied by the Company for use at the Competition or in any Squad Camp or Activity.

2) Application of this Code of Conduct

2.1 This Code of Conduct applies to:

- 2.1.1 Team Members during the Team Membership Period;
- 2.1.2 Team Members with respect to this Policy at any time in relation to their membership of the Team;
- 2.1.3 Squad Members during the Squad Camp or Activity period; and
- 2.1.4 Squad Members with respect to this Policy at any time in relation to their membership of the Squad;

2.2 The following sanctions, in addition to others deemed appropriate, may be applied in the event of any breach of this Code of Conduct by a Team or Squad Member:

- 2.2.1 membership of the Team or Squad may be terminated;
- 2.2.2 a Team Member may be required to leave the Competition, Camp or Activity
- 2.2.3 a Team Member may be excluded from competing at the Competition or any part or parts thereof;
- 2.2.4 a Squad Member may be excluded from participating in a Squad Camp or Activity or any part or parts thereof;
- 2.2.5 a Team Member or Squad Member may be considered ineligible for membership in future Teams or Squads;
- 2.2.6 a Team Member or Squad Member may be deemed ineligible or disqualified from participating in any event or competition conducted under the control or auspices of The Association for such period as deemed appropriate; and/or
- 2.2.7 a Team Member or Squad member may have financial penalties imposed in respect of grants and funding received from The Association, including the repayment of all financial assistance given to the Team Member by The Association as the Board deems appropriate.

3) Obligations – General Conduct

During the Team Membership or Squad Membership Period, Team Members and Squad Members are required to:

- 3.1 respect the spirit of fair play and non-violence; the talents, rights and privacy of fellow Team Members and Squad Members; contribute to a safe sporting environment and respectful culture which is accepting of individual differences; and to behave accordingly;
- 3.2 conduct themselves so as to obtain and maintain their best possible physical condition and state of mental preparedness to perform to the best of their ability at the Competition or Squad Camp or Activity, to be honest concerning illness, injury and ability to train and participate, and to carry out their duties to the Team or the Squad and to The Association to the best of their ability;
- 3.3 observe and comply with all reasonable directions of The Association, the Team Leader or Squad Leader or any Authorised Officer, which directions may include the imposition of curfews, proper attire for meals and any official functions or activities and restrictions on accessing the rooms of other Team Members and Squad Members;

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- 3.4 conduct themselves in a proper and professional manner (including but not limited to, in relation to personal behaviour, ethical standards, language, manner and temper) to ensure Team or Squad harmony and so as, in the opinion of the Team Leader or Squad Leader and The Association, to not bring themselves, The Association, the Team, the Squad or the sport of athletics into public disrepute or censure;
- 3.5 comply with the following in relation to the consumption of alcohol and illicit drugs in respect of any Team or Squad Camp or Activity:
- Team Members or Squad Members who are athletes must not consume alcohol or illicit drugs under any circumstances;
- 3.6 comply with the terms and conditions of any additional team membership agreement and any specific guidelines set in respect of any Team or Squad Camp or Activity and all applicable By-Laws and Policies of The Association as adopted from time to time;
- 3.7 at all times act courteously to the public and observe all local laws and behave in a manner that will not cause offence to others;
- 3.8 be polite and courteous when being interviewed by the media or when making comment in social media, including email, blogs and Facebook, and be honest in their answers, and not to make any comments that criticise or disparage the performance or contribution of another Team Member or Squad Member or The Association or otherwise make comments that are likely to bring themselves, The Association, the Team, the Squad or the sport of athletics into public disrepute or censure;
- 3.9.1 wear throughout the Competition or Squad Camp or Activity, as reasonably requested, any Team Uniform or Squad Uniform and use any equipment supplied to them as a member of the Team or Squad.
- 3.10 abide by any conditions or protocols relating to behaviour imposed upon the Team Member or Squad member by a Member Association of Athletics Australia or State or Territory Institute or Academy of Sport.
- 3.11 Team Members will not participate or assist in any gambling or betting activities associated with the staging of, or any performances at the Competition. Specifically, Team Members will not bet or gamble on any event in which they compete or on which they have obtained information that is not publicly available.

4) Breach of Code of Conduct

- 4.1 Any alleged breach of this policy by a Team Member or Squad Member occurring during a Team Membership Period or Squad Membership Period may be determined by the Team Leader or Squad Leader, whose decision as to whether a breach of the policy has occurred and the sanction that is to be imposed for the breach will be final and binding provided that the maximum sanction or sanctions that the Team Leader or Squad Leader may impose is within clauses 2.2.1 to 2.2.5 inclusive and further provided that in the event of a sanction of removal from the Team or Squad, the breach shall be referred by the CEO to the Board for determination as to whether any other sanctions should be imposed (as set out in 4.3 below).
- 4.2 Any other alleged breach of this Policy as well as any alleged breaches occurring during a Team Membership Period and Squad Membership Period and not determined by the Team Leader or Squad Leader, will be required to be referred to the CEO who will then refer the matter to the Board for determination.

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- 4.3 if a breach of this Policy is established to have occurred then any sanction under 2.2 may be imposed by the Board. The Team Member or Squad Member will be given the opportunity to provide a written explanation of the alleged behaviour and be given an opportunity to make submissions in writing as to penalty if an allegation is found proved. 9
- 4.4 Any person aggrieved by a decision of the Board under this Policy may appeal to the Appeals Tribunal in accordance with the By-Laws of the Company. Any hearing before the Appeals Tribunal will be a hearing

5) Acknowledgement of Code of Conduct

- 5.1 Each Team Member or Squad shall be required to sign a copy of this Code of Conduct by no later than the date set by each Team Leader or Squad Leader as a pre-condition for entry to the Village and/or entry to the Competition or Squad Camp or Activity.
- 5.2 By signing this Code of Conduct each Team Member or Squad Member acknowledges that he or she is bound by this Code of Conduct and any specific guidelines issued for the particular Team or Squad, at any time and in any form, either in writing or verbally, by The Association, Team Leader, Squad Leader or Authorised Officer.
- 5.3 The parent or guardian of a Team Member or Squad Member under the age of 18 years as at the date of execution by the Team Member or Squad Member shall also be required to sign a copy of this Code of Conduct.

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