

CODE OF CONDUCT

The following Codes of Conduct aims to set out the minimum standards for anyone involved in the SAAL. It should apply when racing, training or taking part in all SAAL sanctioned activities.

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviors and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality, or religion.
- Respect the decisions of officials, coaches, and administrators.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Do not tolerate abusive, bullying, or threatening behaviour.

Athletes

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Play by the rules and show respect for other athletes, coaches, officials and volunteers.

Coaches

- Please refer to the Code of Conduct Policy for Coaches.

Officials

- Place the safety and welfare of the athletes above all else.
- Ensure all athletes are included and can participate, regardless of their race, gender, ability, cultural

background, sexuality or religion.

- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for athletes and other officials.

Administrators

- Support coaches and officials to improve their skills and competencies.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired, or advantage gained from the position is not used improperly.
- Conduct club/squad responsibilities with due care, competence, and diligence.

Parents

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning.
- Never ridicule or yell at a child for making a mistake or not winning a competition.
- Help out the coach or officials at training and events, where possible.
- Model appropriate behaviour, including respect for athletes, officials and spectators.

Spectators

- Respect the effort and performances of athletes and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials, or athletes.

Children and Young People

Expectations of Management

The SAAL will:

- Ensure risk assessments are undertaken to identify and mitigate risks to child safety within SAAL
- Implement and demonstrate supportive communication practices between themselves, children, young people, families and other stakeholders that encourage honesty and feedback;
- Empower staff to listen to and act upon any concerns raised by children, young people, or their families or carers;

- Ensure that the needs and perspectives of the diverse groups of children and young people in South Australia are considered when designing, implementing, monitoring and evaluating programs and services; and
- Investigate when the Code of Conduct is not upheld.

When collaborating and sharing information about children and young people, SAAL management will:

- Adhere to the Information Sharing Guidelines;
- Work with relevant statutory authorities, other state government agencies and non-government organisations to promote and protect the safety of children and young people;
- Undertake consultation with PEAK bodies to ensure the sharing of information is provided in a culturally safe and appropriate manner; and
- Ensure cultural authorities are engaged where relevant to assist with understanding and decision making.

Expectations of Personnel

All SAAL employees, volunteers and coaches will:

- Comply with the conditions set out under Chapter 8 of the Children and Young People (Safety) Act;
- Demonstrate the highest standards of behaviour in their professional and personal lives;
- Report any actual or suspected incident or risk of harm to a child or young person in accordance with the department's Mandatory Notification Policy and associated Procedure;
- Implement, monitor and report on recommendations made by the Incident Management Unit, Internal Audit or any other relevant assessment in to the provision of safe environments for children and young people;
- Value and respect the contributions of children and young people in continuous improvement activities and service development;
- Ensure every decision is made in the best interests of the child;
- Participate in training and ongoing professional development activities to obtain and maintain the necessary skills and knowledge to meet the mandatory requirements of their role as it relates to their interaction with children and young people;
- Promote the safety of children and young people, working with statutory authorities, other state government agencies and non-government organisations as required; and
- Promote the sharing of information about child safety and wellbeing when working with children, young people, families and community.

As part of contract establishment and management processes, SAAL employees, volunteers and coaches will:

- Ensure partner organisations, suppliers, grant recipients and other contracted organisations have adequate child safety capabilities and practices to confirm their representatives are suitable and comply with the provisions set out in the Child Safety (Prohibited Persons) Act 2016 (PDF 145 KB) and the Children and Young People (Safety) Act 2017; and
- Report any suspected breaches of the agreement by the partner organisation, supplier, grant recipient or other contracted organisation so appropriate action can be taken, which may include the suspension or termination of the agreement.

When engaging with children and young people, SAAL volunteers and coaches will:

- Provide information to children, young people, families and carers about program/service activities, their rights and responsibilities;
- Ensure children, young people, families and carers have access to appropriate support and feedback mechanisms, including confidential complaint procedures and professional counselling;
- Apply the voice of children and young people when designing, implementing, monitoring and evaluating programs and services;
- Consider the needs and perspectives of the diverse groups of children and young people in South Australia when designing, implementing, monitoring and evaluating programs and services;
- Listen to and act upon any concerns raised by children, young people, or their families or carers;
- Provide feedback to children, young people and families on the actions being taken to address concerns raised; and
- Demonstrate understanding and valuing of diversity, being aware of their own biases and taking steps to ensure this does not influence their actions and behaviours.

Breaches of this code of conduct in relation to working with children and young people

Unacceptable behaviour, which may be deemed to be a breach of this code, includes:

- Undertaking unlawful activity with or in relation to a child;
- Engaging in an activity likely to cause any physical, sexual or emotional harm to a child;
- abusing the trust that comes with being engaged by the SAAL;
- Being alone with a child unnecessarily;
- Arranging personal contact, including online contact, with children or young people they work with for a purpose unrelated to their work activities;
- Discriminating against any child or their family members;
- Disclosing personal or sensitive information about a child, including images of a child, without the consent of the child or young person and/or the consent of their parent or legal guardian (except where this is required for mandatory reporting or other legal requirements);
- Using inappropriate language in the presence of children or young people;
- Showing or providing children or young people with access to inappropriate images or material;
- Undertaking work activities with children or young people when under the influence of alcohol or prohibited drugs; and
- Ignoring or disregarding any suspected or disclosed risk of harm to a child or young person.
- Breaches of this policy may result in disciplinary action, including possible dismissal and breaches may also lead to criminal proceedings.