

POLICY	Governance
TITLE:	Code of Behaviour Policy
AREA:	National Policy Framework
RESPONSIBILITY:	National Integrity Manager
DRAFTED BY:	CEO
DATE APPROVED:	22 nd June 2022
DATE EFFECTIVE:	1 st July 2022
APPROVED BY:	Paddle Australia
NEXT REVIEW:	December 2022

CONTENTS

1. OVERVIEW3

2. INTRODUCTION3

3. DEFINITIONS3

4. GENERAL CODE OF CONDUCT4

1. OVERVIEW

In accordance with Rules 7.2 and 20 of the Paddle Australia Constitution, the following Policy is adopted by the Paddle Australia Board.

Paddle Australia is committed to providing a safe, fair, and inclusive environment for everyone involved in our organisation and in our sport.

2. INTRODUCTION

PA is seeking to provide a safe, fair, and inclusive environment for everyone involved in our organisation and in our sport.

To achieve this, we require certain standards of behaviour by players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Our codes of behaviour are underpinned by the following core values:

- To act within the rules and spirit of our sport.
- To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment.
- To prioritise the safety and well-being of children and young people involved in our sport.
- To encourage and support opportunities for participation in all aspects of our sport.

This Code of Conduct:

- Prescribes Prohibited Conduct; and
- Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.

3. DEFINITIONS

In this Policy the following words have the following meaning:

“PA” means Paddle Australia Limited.

“Constitution” and **“By-Laws”** respectively mean the Constitution and By-Laws of PA.

“Affiliated Club” means a club affiliated with PA or one of its members.

“Child” means a person who is under the age of 18.

“Member” means a member of PA or of an affiliated organisation (such as a State/Territory Association or a club which is a member of a State/Territory Association).

“Policy”, “policy” and “this policy” means this Code of Behaviour Policy.

“Prohibited Conduct” means the conduct proscribed at clause 4.2 of this Code of Behaviour Policy.

“Role-specific codes of conduct (or behaviour)” means standards of conduct required of people holding certain roles in our organisation (e.g. coaches, officials, umpires).

4. GENERAL CODE OF CONDUCT

4.1 PA expects high standards of behaviour from all people involved in the sport. It is vital that the integrity of the sport is maintained in accordance with:

- (a) The four guiding principles: Fairness, Respect, Responsibility and Safety as outlined in The Essence of Australian Sport's Universal Code of Behaviour; and
- (b) PA's National Integrity Framework.

As a person required to comply with this Code of Behaviour Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by PA, a Member or an Affiliated Club and in any role you hold within PA, a Member or an Affiliated Club:

Fairness

1. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
2. Encourage opportunities for participants to learn appropriate behaviours and skills.
3. Encourage participation in all aspects of the sport.
4. Be fair, considerate, and honest in all dealings with others.

Respect

5. Treat each person as an individual And all PA, Member and Affiliated Club representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations.
6. Be a positive role model.
7. Display control, tolerance, and courtesy to all involved with the sport. Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure, or disapproval towards an official.
8. Value the rights, dignity and worth of every person regardless of their gender, ability, cultural background, or religion.
9. Do not use your involvement with PA, a Member or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of PA, the Members or the Affiliated Clubs.

Responsibility

10. Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical. Maintain appropriate, professional relationships with others in the sport of paddling at all times.
11. Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
12. Act with integrity and accept responsibility for your actions.

13. Make a commitment to providing quality service.
14. Understand your responsibility if you breach or are aware of any breaches of this Code of Behaviour.

Safety

15. Ensure your actions contribute to a safe environment. Act with care and diligence to safeguard the health and safety of yourself and PA, Member and Affiliated Club representatives and ensure your decisions and actions contribute to a safe environment and provide a safe environment for the conduct of activities held or sanctioned by PA, a Member or an Affiliated Club.
16. Ensure your actions contribute to a harassment free environment.
17. Do not tolerate violence or abusive behaviours.
18. Show concern and caution towards others who may be sick or injured.
19. Provide aid to those who are sick or injured.

Environment

20. Using minimal impact practices in the environment that you paddle in.
21. Seek permission from landowners to access waterways.

4.2 Prohibited Conduct

As a person required to comply with this Policy, you commit a breach of this Code of Behaviour Policy when you:

- (a) Conduct yourself in any manner, or engage in any activity whether before, during or after an activity held or sanctioned by PA, a Member or an Affiliated Club (Activity) that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) brings PA, a Member, an Affiliated Club or the sport or disciplines of paddling into disrepute; or
 - (ii) is or could be harmful to the interests of PA, a Member, an Affiliated Club or the sport or disciplines of paddling;
- (c) Make improper use of information acquired by virtue of your position in PA, a Member, an Affiliated Club or in any team selected by PA, a Member, an Affiliated Club or your relationship with PA, a Member, an Affiliated Club to gain, directly or indirectly, an advantage for yourself or for any other person or to cause detriment to PA, a Member, an Affiliated Club;
- (d) Fail to respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (e) Engage in behaviour that is:
 - (i) drunk and disorderly;
 - (ii) public or domestic violence;

- (iii) continued or unreasonable disruption of PA, Member or Affiliated Club representatives performing their duties; or
 - (iv) unlawful or unsafe;
 - (f) Undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
 - (g) Behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
 - (h) Fail to comply with all reasonable directions of, and accept all decisions of, PA, Member or Affiliated Club representatives; and
 - (i) Are in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.
- 4.3 You must not engage in conduct that is defined as Prohibited Conduct under any policy of the PA National Integrity Framework, namely:
- (a) The National Integrity Framework document;
 - (b) The Member Protection Policy;
 - (c) The Child Safeguarding Policy;
 - (d) The Competition Manipulation and Sport Wagering Policy; and
 - (e) The Improper Use of Drugs and Medicine Policy;
- 4.4 Conduct that is alleged Prohibited Conduct under the PA National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.
- 4.5 Subject to clause 4.4, the PA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Behaviour Policy.