

## Behavioural Guidelines and Code of Conduct

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### Overview

This document is based on Little Athletics NSW requirements and outlines what is required of all people involved in Little Athletics, be it participating, volunteering, as an administrator or committee member or as a spectator, parent, relative, carer or friend of an athlete.

The guidelines set down an acceptable standard of conduct and behaviour and reflect the principles upon which Little Athletics is based. Acceptance of, and compliance with, these guidelines will ensure that Little Athletes will develop good sporting behaviours and be an enjoyable sporting experience, encouraging them to remain involved in sport or otherwise be active throughout their lives.

We ask that everyone take the time to read the guidelines and make a personal commitment to always behave in accordance with them.

**Sanctions are possible for non-compliance.**

### Behavioural guidelines

#### For athletes

1. Compete according to the rules.
2. Work equally hard for yourself and the Dubbo Athletics Club.
3. Always address officials in a polite manner.
4. Be a good sport. Acknowledge all good results, whether they are made by Dubbo Athletics Club or friends or an athlete from another Centre.
5. Only cheer good performances, not when other competitors make an error or don't perform well.
6. Treat other competitors, administrators, volunteers and officials with respect.
7. Do not act smart or 'cocky'.
8. Treat all athletes as you like to be treated. Do not bully or take unfair advantage of another competitor.
9. Cooperate with your coach, team-mates and other competitors. Without them there would be no competition.
10. Participate for your own enjoyment and benefit, not just to please parents, carers, relatives and coaches.
11. Participate as a united Dubbo Athletics Club and support all its athletes, administrators and committee members.
12. Remember that all that is ever requested of you is to **Be Your Best**.

#### Parents, relatives, carers and spectators

1. Remember that young people are involved in Little Athletics for their enjoyment, not yours.
2. Encourage children to participate, do not force them.
3. Focus on the child's efforts and performance rather than winning or losing.
4. Encourage athletes to always participate according to the rules.
5. Applaud good performances and efforts from all competitors.

6. Support all efforts to remove verbal and physical abuse from Little Athletics. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or athletes.
7. Recognise the value and importance of being a volunteer.
8. Respect officials' decisions and teach young people to do likewise. Remember, officials freely give their time and effort for the child's involvement and enjoyment.
9. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
10. Be involved with a united Dubbo Athletics Club and support all its athletes, administrators, committee members and volunteers.

### Officials

1. Officiate according to the rules and where subjective judgment is necessary decide on the basis of what is fair to all athletes. Be impartial.
2. Be consistent, objective and courteous when making decisions.
3. Avoid any situation which may be perceived as a conflict of interest.
4. Accept responsibility for all actions taken. If you make a mistake, admit it.
5. Condemn unsporting behaviour and promote respect for all competitors.
6. Emphasise the spirit of the competition rather than the errors. Do not 'over officiate'.
7. Ensure that your behaviour and comments are always positive and supportive.
8. Keep up to date with the latest trends in officiating and the principles of growth and development of young people.
9. Place the safety<sup>1</sup> and welfare of the athletes above all else.
10. Work for a united Dubbo Athletics Club and support all its athletes and administrators and committee members.

### Coaches

1. Remember that young people participate for fun and enjoyment and winning is only part of their motivation.
2. Be reasonable in your demands on the young athlete's time, energy and enthusiasm.
3. Operate within the rules and spirit of Little Athletics and teach your athletes to do the same.
4. Ensure that the time athletes spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
5. Avoid over-attention to the talented athletes; the 'just-average' need and deserve equal time.
6. Ensure that equipment and facilities meet relevant safety standards and are appropriate to the age and ability of all athletes.
7. Display control, respect and professionalism to all involved with Little Athletics. Encourage athletes to do the same.
8. Explain to athletes and their parents what you are aiming to achieve and why.
9. Show concern and caution toward sick and injured athletes. Follow medical advice when determining whether an injured athlete is ready to recommence training and competition.

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<sup>1</sup> Safety refers to physical and psychological safety. A "psychologically safe" place is characterised by a climate of interpersonal trust and mutual respect in which people feel comfortable being themselves to make mistakes or take appropriate risks in their work.

10. Obtain suitable qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young people.
11. Coach in line with a united Dubbo Athletics Club and support all its athletes, administrators, committee members and volunteers.

### **Administrators and Committee Members**

1. Ensure all young people have equal opportunities for participation.
2. Ensure that rules and equipment are modified to suit the age, ability and maturity level of athletes and that equipment and facilities are safe.
3. Provide quality supervision and instruction.
4. Be fair, considerate and honest in all dealings.
5. Resolve conflicts fairly and promptly through established procedures.
6. Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
7. Support the efforts of coaches and officials and help improve the standards of coaching and officiating.
8. Involve, where appropriate, members in planning, leadership, evaluation and decision making related to the actual activity.
11. Ensure that everyone involved in Little Athletics emphasises 'fair play' and not winning at all costs.
12. Develop Codes of Conduct and Behavioural Guidelines and encourage everyone to follow them.
13. Make it clear that abusing young people in any way is unacceptable and will result in reporting and appropriate disciplinary action.
14. Administer an inclusive Dubbo Athletics Club and support all its athletes, administrators, committee members and volunteers.
15. Comply with, and uphold the highest standards of these behavioural guidelines and the Dubbo Athletics Club Constitution, policies and procedures.

### **Code of Conduct**

Australians are justifiably proud of the place sport has in their daily lives.

But what is equally important to us all is the way the "game" is played and the manner in which our sportsmen and sportswomen conduct themselves.

Unfortunately, some people (both participants and spectators) fail to live up to the traditional values of sport. Young people involved in sport have a right to participate in a safe and supportive environment. Overzealous parents and adults, and ill-tempered, disrespectful athletes, sometimes need to be reminded of appropriate standards of behaviour for Little Athletics.

Little Athletics is a community activity, which utilises athletics to help foster the development of Australia's children, and as such, endorses and applies the following Codes of Conduct.

The privilege of membership with the Little Athletics NSW (LANSW) may be withdrawn where it is determined that a person's conduct is inconsistent with the mission of the LANSW and in clear breach of the Codes of Conduct.

### **For athletes**

1. Show respect to coaches and officials. Any approach to an official should be in a courteous manner. Never argue with an official.
2. Control your temper - no “mouthing off”, throwing equipment etc.
3. Never verbally abuse or sledge other athletes, deliberately distract or provoke another athlete.
4. Do not bully or harm another athlete.
5. Do not use bad language or obscene gestures at any time.
6. Respect the rights, dignity and worth of all athletes and officials, regardless of their gender, ability, cultural background or religion.
7. Do not bring the sport of Little Athletics or the Dubbo Athletics Club into disrepute.

### **For adults**

1. Never ridicule or yell at an athlete for making a mistake during a competition.
2. Respect the officials’ decisions. If there is a disagreement, always follow the appropriate procedure/ s in order to question the decision.
3. Never use violence, threats or abuse in any form.
4. Keep to designated spectator areas and do not encroach on the arena or other competition sites if you are not officiating.
5. Demonstrate appropriate social behaviour, by not harassing athletes, coaches, officials or spectators, smoking outside designated areas, being intoxicated or using bad language.
6. Ensure that any physical contact with a young person is appropriate to the situation and/or necessary for the athlete’s skill development.
7. Respect the rights, dignity and worth of all athletes and officials, regardless of their gender, ability, cultural background or religion.
8. Do not bring the sport of Little Athletics or the Dubbo Athletics Club into disrepute.

### **Penalties for Breaches of Behavioural Guidelines and/or Codes of Conduct**

The principles of natural justice will be observed when making decisions on breaches of the Behavioural Guidelines and/or Codes of Conduct and in deciding any penalties for such breaches.

Any penalties that are imposed are to be appropriate to the seriousness of the breach.

Penalties for breaches of the Behavioural Guidelines and/or Codes of Conduct that occur at events conducted by Dubbo Athletics Club that are confined to the day of competition shall be determined by the Appeals Committee. Penalties that go beyond the day of competition shall be determined by the Dubbo Athletics Club Executive and could include banning individuals and families from future participation in the sport.