



CODE OF CONDUCT

Policy Name:	Code of Conduct
Date of Approval:	1st January 2023
Policy Coverage:	Conduct expectations, excluding Prohibited Conduct under the National Integrity Framework.
Date of Review:	31st December 2023

Contents

1. Background.....	1
2. Definitions	1
3. Jurisdiction	3
4. Expected Behaviours	3
5. Prohibited Conduct	6
6. Conduct and Disciplinary Policy	7

1. Background

As a member of Surfing Australia, a Member Association and an Affiliated Club, a Licensed Surf School or a person required to comply with the Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Surfing Australia, a member association, an affiliated club or Licensed Surf School and in any role you hold within Surfing Australia, a Member Association, an Affiliated club or Licensed Surf School.

- 1.1. Surfing Australia is committed to promoting and strengthening the positive image of Surfing and its Participants in Australia and to ensuring that everyone involved with Surfing is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in Surfing is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3. This Code of Conduct:
 - (a) Prescribes Prohibited Conduct;
 - (b) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.4. The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.
- 1.5. Surfing Australia expects all Relevant Persons to abide by the following Codes of Conduct.

2. Definitions

In this Policy the following words have the corresponding meaning:

Activity means a Surfing contest, competition, event, or activity (including training), whether on a one-off basis or as part of a series, sanctioned or organised by Surfing Australia or a Sport Organisation.

Affiliate means a member of Surfing Australia, Member Organisation, Affiliated Club or a Licensed Surf School.

Authorised Provider means any non-Sport Organisation authorised to conduct an Activity.

Code of Conduct means this Code of Conduct.

Member Organisation means a sporting organisation that is a member of Surfing Australia and/or a State Sporting Organisation in accordance with the provisions of the Surfing Australia Constitution;

- a) Surfing QLD
- b) Surfing NSW
- c) Surfing SA
- d) Surfing TAS
- e) Surfing VIC
- f) Surfing WA

National Integrity Framework means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by Surfing Australia.

Participant means:

- (a) Athletes or competitors who are registered with a Sport Organisation or entitled to participate in an Activity;
- (b) Coaches appointed to train an athlete or team in an Activity;
- (c) Administrators who have a role in the administration or operation of a Sport Organisation, including owners, directors, staff, committee members or other persons;
- (d) Officials including Judges, Contest Director, Employees of a Sport Organisation, technical officials, or other officials appointed by a Sport Organisation or any competition, series, club or team sanctioned by a Sport Organisation;
- (e) Support personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any competition, series, club or team sanctioned by a Sport Organisation including sports science, sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Prohibited Conduct means the conduct prescribed at clause 5.1 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) A National Sporting Organisation;
- (b) A State Sporting Organisation
- (c) An affiliated member of state/national sporting organisation
- (d) An Authorised Provider;
- (e) A team, which means any collection or squad of athletes who compete and/or train in the Sport; and
- (f) Any other organisation that has agreed to be bound by this Policy.

Relevant Person means any of the following individuals:

- (a) An individual registered as a member of a Sport Organisation;
- (b) A Participant;
- (c) An employee employed by Surfing Australia, a Sport Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of Surfing Australia, a Sport Organisation or an Authorised Provider;
- (e) A volunteer engaged by Surfing Australia, a Sport Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel;
- (f) Spectators at Relevant Organisation Events; and
- (g) Any other individual who has agreed to be bound by this Policy.

Surfing means the sport of surfing, and a reference to Surfing means collectively Surfing Australia, Member Organisations and Affiliates.

Surfing Australia means Surfing's National governing body, Surfing Australia.

Spectator a person who watches an Activity without taking part

Sport Organisation means Surfing Australia and each Member Organisation or Affiliate that has adopted this Policy.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised Surfing or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a National Integrity Framework policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

4.1 General Code of Conduct

Relevant Persons and Relevant Organisations must:

- (a) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (b) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (c) Maintain appropriate, professional relationships with other Relevant Persons at all times; including social media and electronic communication.
- (d) Do not use your involvement with Surfing Australia, or a Relevant Organisation to promote your own beliefs, behaviours or practices where these are inconsistent with those of Surfing Australia or a Relevant Organisation.
- (e) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, and dignity and have proper regard for their rights and obligations; including on social media and electronic communication.

- (f) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (g) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- (h) Ensure that all under-age team members be accompanied and/or observed during sporting and associated activities;
- (i) Provide all participants with an equal opportunity to participate;
- (j) Resolve conflicts fairly and promptly through established procedures.
- (k) Maintain strict impartiality.
- (l) Accept responsibility for all actions taken.
- (m) Be aware of your legal responsibilities
- (n) Be a positive role model
- (o) Value the individual in sport.
- (p) Avoid any situation which may lead to a conflict of interest.
- (q) Be honest and ensure that qualifications are not misrepresented.
- (r) Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
- (s) Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
- (t) Understand the possible consequences of breaching the Surfing Australia Codes of Conduct;
- (u) Not engage in conduct that is defined as Prohibited Conduct under any policy of Surfing Australia's National Integrity Framework, namely:
 - (i) The National Integrity Framework document;
 - (ii) The Member Protection Policy;
 - (iii) The Child Safeguarding Policy;
 - (iv) The Competition Manipulation and Sport Wagering Policy; and
 - (v) The Improper Use of Drugs and Medicine Policy;

[Prohibited Conduct under the National Integrity Framework includes, without limitation:

- *Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification; electronically or in person.*
- *Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks;*
- *Improper manipulation of the result or course of a Sport activity or betting on a Sport activity;*
- *Inappropriate disclosure of inside information;*
- *Use, possession or trafficking of illegal drugs; and*
- *Non-compliance with certain requirements relating to medications, injections and supplements.*

Relevant Persons and Relevant Organisations should refer to the National Integrity Framework policies for a full list of Prohibited Conduct captured by the National Integrity Framework and detailed descriptions of such Prohibited Conduct.]

- (v) Accept and respect the authority of Officials and do not use offensive language or behaviour, or show unnecessary dissension, displeasure or disapproval towards an Official, whether in or out of the water.
- (w) Act and operate within the sport's rules, including national and international guidelines which govern Surfing Australia and Relevant Organisations.
- (x) Immediately report any breaches of the Surfing Australia Codes of Conduct to the appropriate authority.
- (y) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information.
- (z) Place the safety and welfare of the participants above all else.
- (aa) Condemn unsporting behaviour and promote respect for all opponents;
- (bb) Ensure activities, equipment and facilities are safe and appropriate to the ability level of participants.
 - i. Activities, rules, equipment, lengths of competition and training schedules should take into consideration the age, ability and maturity level of participants.
- (cc) Not engage in behaviour that is:
 - (i) drunk and disorderly;
 - (ii) public or domestic violence;
 - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (iv) unlawful or unsafe;
- (dd) Not undertake any behaviour prohibited by a venue's entry conditions, at, in or around that site/venue at which an Activity is taking place;
- (ee) Not behave in a manner that creates a public nuisance and/or disturbance within or around a site/venue at which an Activity is taking place;
- (ff) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (gg) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

4.2 Participant Code of Conduct

In addition to the general Code of Conduct which applies to all relevant persons, all participants in the Sport of Surfing must:

- a) Respect the talent, potential and development of fellow participants.
- b) Care for and respect the equipment provided to you as part of your program.
- c) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- d) Always maintain high personal behaviour standards.
- e) Cooperate with coaches and staff in the development of programs to adequately prepare you for competition at the highest level.
- f) Participate for their own enjoyment and benefit, not to please others.

- g) Do not tolerate acts of aggression.
- h) At all times avoid intimate relationships with your coach, including electronic forms of communication.
- i) Conduct yourself in a professional manner relating to language, temper and punctuality, including social media and electronic forms of communication.
- j) Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
- k) Control their temper. Verbal abuse of officials and, sledging other competitors, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in surfing.
- l) Refrain from making bullying, derogatory or demeaning remarks about other people, including through social media and electronic communication.
- m) Never argue with an official.
- n) Refrain from conduct that could be regarded as sexual or other Harassment, including social media and online communication.
- o) Abide by the rules of competition as determined by Surfing Australia.

4.3 Parent/Guardian Code of Conduct

In addition to the general Code of Conduct which applies to all relevant persons, as a parent/guardian of a participant in any activity held by or under the auspices of Surfing Australia or a Relevant Organisation, you must meet the following requirements in regard to your conduct during any such activity:

- a) Remember that your child participates in sports for their own enjoyment, not yours.
- b) Focus on your child's efforts and performance rather than winning or losing.
- c) Never ridicule or yell at your child and other children for making a mistake or losing a competition.
- d) Show appreciation for good performance and skilful plays by all participants.
- e) Understand the repercussions if you breach or are aware of any breaches of this code of behaviour

5. Prohibited Conduct

5.1 A Relevant Person commits a breach of this Code of Conduct when they:

- (a) Conduct themselves in any manner, or engage in any activity, whether before, during or after an 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 comments (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or Surfing into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or Surfing.
- (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or

(d) Do not comply with any of clauses 4.1(v) through 4.1(gg), 4.2(g) through 4.2(o), and 4.3(c).

5.2 Conduct that is alleged Prohibited Conduct under the 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.

6. Conduct and Disciplinary Policy

Subject to clause 5.2, Surfing Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.