



SPORTING CODE OF CONDUCT

1. INTENT

SUSF is committed to demonstrating the highest standards of personal, professional and athletic conduct. Members of clubs administered by SUSF, athletes, coaches and sporting officials represent SUSF during training and competition. This representation carries with it great opportunities and commensurate responsibilities and obligations. Ignorance of those responsibilities can damage the individual, SUSF and the team the athlete represents.

This Code of Conduct (**Code**) has been prepared to provide a clear framework for members of clubs administered by SUSF, athletes, coaches, sporting officials and others covered by the Code to act within responsibly in the pursuit of athletic excellence. Any person may make a report regarding suspected non-compliance with the Code. The Code provides sanctions for unacceptable behaviours and attitudes.

This policy may be amended from time to time.

2. SCOPE

The Code applies to:

- All SUSF Elite Athlete Program scholars and any other person training or playing with, or participating in, an SUSF club or program or representing a team associated with SUSF (**Athlete**);
- All coaches, officials, members and volunteers associated with an SUSF club or program or representing a team associated with SUSF; and
- Contractors.

It is in addition to any individual employment, scholarship, volunteer or other agreement that a person may have with club or SUSF, which may detail further terms and conditions as well as obligations.

The Code will extend throughout the entirety of the association that an Athlete or other individual covered by this Code has with SUSF. When representation of other sports organisations occurs, it is the responsibility of the Athlete to be aware of that organisation's code of conduct (or ethical standards) and the Code and observe that which will afford the highest standard. The standards in this Code are expressed, in some instances, in general terms in order for them to be applied to Athletes engaged in a variety of sports.

3. POLICY

General

Athletes, coaches, officials and others covered by this Code must, at all times:

- Conduct themselves in a proper and professional manner so as not to bring themselves or SUSF into disrepute;
- Conduct themselves in a manner beneficial to SUSF and in a way that brings credit to SUSF;
- Conduct themselves so as to obtain and maintain the best possible mental and physical fitness and health to perform to the highest possible athletic standard;
- Behave in a respectful manner in one's private life as well as when associated with SUSF at sporting competitions and events. At all times, consider the required discretion and make judgements in all regards to



ensure that Athletes, coaches, officials, sport, SUSF, staff, sponsors, key stakeholders and supporters of SUSF are not undermined or brought into disrepute by an Athlete's actions;

- Show respect for others, equipment, public property and facilities;
- Ensure their decisions and actions contribute to a harassment-free environment;
- Refrain from any form of assault, discrimination, bullying, abuse or harassment;
- Be aware of the impact of group behaviour on others and refrain from doing anything to unduly interfere with other people's ability to socialise or enjoy facilities or events;
- Be transparent in the use of scholarship and other financial resources that have been provided to support their involvement in sporting activities;
- Not engage in any unlawful conduct or any form of physical violence, provoked or otherwise;
- Not use insulting, provocative, obscene, offensive or hateful language or gestures; and
- Abide by any policy or procedure required by SUSF from time to time including but not limited to the SUSF WHS system.

Alcohol, Drugs and Smoking

Athletes, coaches, officials and others covered by this Code must:

- Not at any time present for training or competition evidencing consumption of alcohol or affected by illicit drugs of addiction;
- Not engage in excessive use of alcohol and/or other drugs that leads to behaviour that is deemed unlawful, creates a public nuisance, and/or public disturbance, and/or disturbance to a fellow Athlete, coach, team manager or sporting official ;
- Not consume alcohol on board any vehicle whilst travelling, training or competing with or for SUSF;
- If attending a function associated with their chosen sport or SUSF where alcohol is served, take a responsible approach to alcohol consumption. Any consumption must not adversely affect the Athlete's behaviour, performance or safety, or the performance or safety of others;
- Refrain from engaging in group drinking games which involve bullying or peer pressure to consume excessive amounts of alcohol; and
- Not smoke whilst at SUSF facilities or events.

Anti-doping and education

Athletes, coaches, officials and others covered by this Code must:

- Comply with any educational directives of SUSF regarding drugs in sport;
- Not consume nor encourage the consumption of drugs, stimulants or other substances with a view to modifying or altering their own or another person's growth or performance and to abide by the anti-doping and sport supplement policies of the Athlete's, coach's or official's chosen sport, WADA and the ASADA (as amended from time to time);
- Take full responsibility, in the context of anti-doping, for what they ingest, use and possess (particularly in the case of Athletes); and
- Comply with all obligations under the SUSF Supplement Policy.

Match-fixing

Athletes, coaches, officials and others covered by this Code must:

- Not bet, directly or indirectly, on any event in which they participate or are involved in, or have inside information or knowledge not available to the general public ;



- Not offer or receive any bribe or inducement;
- Not do or fail to do any act in any event they participate or are involved in which causes the result to be determined otherwise than on its merits;
- Not share sensitive information that is unavailable to the general public, e.g. information about player injuries; and
- Report any person who attempts to have a match fixed (see “Reporting and investigation”).

SUSF Reputation and Public Comment

Athletes, coaches, officials and others covered by this Code must not make any public or media comment which is detrimental to the interests of SUSF. This includes but is not limited to commenting negatively about:

- SUSF and its associated entities;
- An event the Athlete, coach or official is participating or involved in;
- SUSF Sponsors;
- Officials;
- Competitors; or
- Fellow athletes, coaches, team managers and/or team officials.

The following obligations apply when using social media, which includes, but is not limited to:

- Social networking sites e.g. Facebook, Instagram, Snapchat;
- Video and photo sharing websites e.g. YouTube, TikTok;
- All photographs, video and audio ‘material’ posted onto social media or the internet;
- Micro-blogging sites e.g. Twitter;
- Weblogs, including corporate blogs, personal blogs or blogs hosted by traditional media publications such as smh.com.au;
- Forums and discussion boards such as Whirlpool, Reddit, Yahoo! Groups or Google Groups; and
- Online encyclopaedias such as Wikipedia and any other websites that allow individual users or companies to use simple publishing tools.

All Athletes, coaches, officials and others covered by this Code must:

- Ensure communications at all times conform to the values set out in the Code, are dignified and in good taste, and do not contain inappropriate, vulgar or obscene words or images;
- Not imply that any personal comments are endorsed in any way by SUSF or an SUSF club, or falsely represent any other person;
- Not participate in social media networks in such a way that harasses, defames, discriminates or treats unfairly or inappropriately any stakeholder of SUSF;
- Not communicate frustration at a referee, official, Athlete, team-mate, coach, competitor or sporting body via social network channels;
- Not speak for or post images on behalf of or related to SUSF business operations, marketing campaigns, facilities, membership, Athletes, coaches or officials or media coverage without the express prior approval of SUSF;
- Not use the SUSF logo or trademark;
- Not give out personal details, locations, confidential information or other content including images the Athlete, coach or official does not have permission to publish;
- Only represent their own views and not impersonate others;
- Be responsible for obtaining, where applicable, the consent of any other persons appearing in any still or moving images posted; and



- Always use social network forums to add value and promote their sport in a positive way.

Training, Competition and Representation

Athletes, coaches, officials and others covered by this Code must:

- Attend all team meetings, training sessions, competitions, matches, events and instruction sessions as directed;
- Obey the officials, rules and spirit of their chosen sport;
- Obey instructions from staff, club, team or match officials, and accept decisions made by them;
- Behave in a fair and sporting manner at training sessions, matches and events;
- Support other Athletes, team and club members in a positive way. Encourage fellow Athletes, club and team members to strive for their best and to follow the rules and officials decisions;
- Control their temper;
- Work equally hard for him or herself and their team;
- Treat all participants in the sport as the Athlete would like to be treated;
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnic origin, cultural background or religion;
- Observe and comply with all reasonable directions given by a team official, manager or coach, SUSF and/or its constituent club officials;
- Wear the approved uniform in all events when participating under the name of SUSF and/or its constituent clubs, including any official events in which the uniform is required;
- Not disrupt the training or competition opportunities of others;
- Not verbally abuse or sledge officials, other athletes, coaches or officials; and
- Not deliberately provoke, bully or take unfair advantage of another competitor.

Travel

When travelling with a team or for a competition representing SUSF in any way, Athletes, coaches, officials and others covered by this Code must:

- Attend all team meetings, training sessions, competitions, matches, events and instruction sessions as directed;
- Comply with all reasonable requirements relating to preparation for matches, attendance at functions and promotion activities, behaviour and dress;
- Communicate in a timely manner with coaches and managers about any difficulty attending training sessions, matches and competitions;
- Travel and stay with the SUSF team for the tour/event dates, and in the manner determined or approved by SUSF or as directed by the team official;
- Pay for any costs incurred as a result of withdrawing from the team related to the cancellation of prearranged transport and accommodation, unless SUSF (in its absolute discretion) waives repayment of those costs;
- Obey instructions and requests from staff at the team accommodation, whilst respecting other guests and residents;
- Recognise the importance of respecting other team mates' right to privacy and the privacy of anyone else in the accommodation;
- Recognise that accommodation corridors, elevators, foyers and recreational areas are shared by all guests, and that the need to respect people's privacy extends to these areas;



- Report any injuries to the required team official and carry out any reasonable instructions as a result of the injury;
- Keep the required team official up to date with their whereabouts at all times;
- Adhere to the required payments associated with the event, specified through the deadlines set by team officials; and
- Abide by any other code of conduct or guidelines that apply, as determined by the event or competition organisers.

Reporting and Investigation

If any person (including Athletes, coaches, team/club officials, SUSF staff and SUSF members) becomes aware of actual or potential breaches of this Code, the matter must be reported immediately to either the SUSF:

- High Performance Manager or Elite Athlete Program Manager (who will then promptly refer the matter to the Human Resources Manager, Legal Counsel and/or Chief Executive Officer);
- Human Resources Manager;
- Legal Counsel; or
- Chief Executive Officer.

SUSF will then deal with the matter. As there a wide range of matters that may be reported, the precise action taken by SUSF will depend on the particular circumstances, but may include a facilitated discussion, mediation or investigation. In certain circumstances, an investigation involving alleged conduct by a member of a club administered by SUSF may be undertaken by the club's executive.

If the alleged breach occurs during the representation of other sports organisations or during an event with an additional disciplinary procedure, those involved may also be subject to that event's and/or organisation's investigative and disciplinary procedure.

Breach

Individuals covered by this Code will be held personally responsible for all breaches of this Code by them. SUSF will determine the severity of the breach and disciplinary action. Disciplinary action including, but not limited to, the following may be taken:

- An oral or written reprimand;
- Issuing of a first and final written warning;
- A direction to under undergo counselling for a specified period;
- Disqualification from selection to represent SUSF or train with SUSF for a specific period (which can include a permanent ban);
- An Athlete be made ineligible to receive the direct or indirect (including financial and non-financial) assistance from SUSF for a specified period, which may be permanent;
- The individual may be held responsible for financial loss or damage caused by the by their conduct or breach of this Code;
- Except for counselling purposes, the individual may be permanently banned from using the facilities and services of SUSF;
- The individual may have their SUSF awards withdrawn permanently;
- Termination or suspension of SUSF annual membership;
- Termination of a relevant employment or scholarship agreement with SUSF; and/or
- The application any other appropriate sanction as determined by SUSF.



4. ABOUT THIS POLICY

All individuals subject to this Policy are required to comply with its terms. However, to the extent this Policy describes benefits or entitlements provided by SUSF; these are discretionary in nature and are not intended to be contractual or binding on SUSF.

Subject	Sporting Code of Conduct Policy
Authorised by	Chief Executive Officer
Contact	Human Resources
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