



Code of Conduct

Rowing South Australia Incorporated

Adopted [October] 2017

1. Code of Conduct

1.1 Purpose

- (a) The purpose of this Code of Conduct (Code) is to declare the type of behaviour, which is encouraged by Rowing SA. This is the behaviour Rowing SA is seeking to promote and encourage rowing Clubs and Schools, their members and supporters, to adopt. In addition to this Code, listed below are some examples of behaviour which shall be deemed by the Board to be "conduct unbecoming", or "conduct not in the interests of Rowing SA and the promotion of its objects".
- (b) By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Board, wish to offer clear direction in this area.

1.2 Key Principles

- (a) Rowing SA aims to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional wellbeing and possessions, to ensure no damage or deprivation is caused to either.
- (b) Rowing SA aims to operate in an environment, which is free from harassment. Harassment is defined as any action directed at an individual or group, which creates a hostile, intimidating or offensive environment.
- (c) Rowing SA aims to operate in a non-discriminatory environment. By this we mean where everyone has an equal opportunity and receives a fair go in accordance with the law as well as Rowing SA rules, procedures and guidelines.
- (d) People to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by Rowing SA. If any disciplinary action is taken persons directly affected shall be afforded the opportunity to participate in those proceedings and also the right to appeal against a penalty.

1.3 Key Elements

All persons who are bound by this code shall:

- (a) Not act in a manner unbecoming, or contrary to the interests of Rowing SA.
- (b) Treat people involved in rowing with courtesy, respect and proper regard for their rights and obligations.
- (c) Treat another person's property with respect and due consideration of its value.
- (d) Demonstrate a positive commitment to Rowing SA policies, rules and procedures.
- (e) Not misuse funds or property belonging to another party.
- (f) Respect the law and customs of the places they visit including foreign countries.
- (g) Respect the confidentiality of information, which comes to them in the course of their duties.
- (h) Uphold and not injure or compromise the standing and reputation of rowing within SA.

1.4 Governance

This code shall be known as the Rowing SA Code of Conduct. The Rowing SA Code of Conduct shall govern the conduct of all persons associated with rowing within South Australia. In particular it shall apply to and for:

- (a) Persons acting for and on behalf of Rowing SA.
- (b) Athletes, Coaches, Managers and support staff of Rowing SA touring teams.
- (c) Persons participating at sanctioned Rowing SA regattas.
- (d) Officials, umpires and support personnel assisting or conducting Rowing SA regattas.
- (e) Delegates to and employees of Rowing SA.
- (f) Athletes, Coaches, Officials, & Supporters of any Rowing SA Affiliated Club.

1.5 Unsuitable Behaviour

This list describes examples of behaviour, which after investigation by the Executive Board (or other body as set out hereafter) and a finding by the Executive Board (or other body as set out hereafter), that such behaviour has occurred, shall be deemed to be unsuitable behaviour and not in the best interests of sport.

- (a) 'Sledging' other athletes, officials or event organisers.
- (b) Excessive use of alcohol, acting in a way that becomes a public nuisance, creating a public disturbance.
- (c) Causing damage to another person's property during the conduct of a regatta, or when representing South Australia, or depriving them of that property during the defined time frames of a tour within Australia or Internationally.
- (d) Sexual relations between a coach, manager, support staff and a junior athlete, irrespective of the wishes and desires of the athlete, are absolutely forbidden.
- (e) Sexual relations between a coach, manager and support staff personnel and an adult athlete on the same team are discouraged and may amount to unsuitable behaviour. Where a long-term relationship exists, this should be advised promptly to the team management.
- (f) The use or encouragement of drugs and banned substances to enhance or inhibit performance. The banned substances list is as outlined under the Rowing Australia Anti-Doping Policy.
- (g) Statements that are deemed to denigrate the group that an individual is representing.
- (h) Harassment, which includes sexual, racial, sexuality, disability, abuse, vilification and discrimination.