



Australian Masters Athletics

Code of Conduct

As at 9th March 2023

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Code of Conduct Policy

Purpose

The Australian Masters Athletics Code of Conduct (Code) outlines the standards of behaviour expected of all athletes and volunteers participating in, or attending sanctioned Australian Masters Athletics, Oceania Masters Athletics or World Masters Athletics events.

This Code should be read in conjunction with Australian Masters Athletics (AMA) national policies and those of our State and Territory Member Associations (MA).

Definitions

Athlete – registered with a Masters Athletics Member Association or international Masters Athletics Federation.

Relevant Organisation means any of the following organisations:

- a) Australian Masters Athletics Inc
- b) Member Associations.
- c) Authorised Providers, which means any non-Member organisations authorised to conduct Activities sanctioned by Australian Masters Athletics or a Member Association;
- d) Team, which means a collection or squad of athletes who compete and/or train in athletics and/or the Activity; and
- e) Any other organisation who has agreed to be bound by this policy.

Relevant Person means any of the following persons:

- a) Individual athletes;
- b) Participant;
- c) Employee;
- d) Contractor;
- e) Volunteer, which means any person engaged by Australian Masters Athletics or an Athletics Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel; and
- f) Any other individual who has agreed to be bound by this policy.

Guiding Principles

The following principles are central to this code and should be adhered to by all athletes, and volunteers at all times:

- a) Commit to conducting themselves in accordance with AMAs values of respect, integrity, inclusion, and leadership;
- b) Respect the rights, dignity and worth of others;
- c) Act with honesty, and integrity;
- d) Maintain high levels of professionalism;
- e) Treat others in a fair, ethical and considerate way;
- f) Be professional and accept responsibility for their actions;
- g) Understand and maintain compliance with AMA and MA standards, rules, regulations, and policies;

- h) Respect the law and act in accordance with it;
- i) Operate within the rules and spirit of the sport of athletics;
- j) To ensure the safety and welfare of all persons;
- k) Not misuse or disclose confidential information and respect the privacy of individuals and other third parties;
- l) Refrain from any behaviour that may bring the sport of athletics into disrepute;
- m) Act as positive role models in the community;
- n) Maintain the required standard of accreditation and professional competencies, as applicable to your role;
- o) Ensure any representations made to any person regarding accreditation and professional competencies are true and correct;
- p) Raise concerns regarding decisions or conduct of persons in positions of authority through appropriate channels and in a timely manner;
- q) Show concern, empathy and caution towards others that may be sick or injured;
- r) Maintain appropriate confidentiality at all times, particularly in relation to details of complaints, disciplinary processes and any personal information of any athlete, official, or volunteer;
- s) Consider and respect the needs and background of Aboriginal and Torres Strait Islander persons, persons with disability and/or those who are more vulnerable in society;
- t) Consider and respect the needs of transgender, intersex and gender diverse participants;
- u) Conduct yourself appropriately when using Social Networking in accordance with the AMA Social Networking Policy.
- v) As an athlete at a sanctioned event representing Australia they will:
 - i. Abide by the rules and respect the decision of the event officials.
 - ii. Make all appeals through the formal process, accepting and respecting the final decision;
 - iii. Cooperate with Team Management in relation to decisions reached for the good of the team;
 - iv. Make every effort to attend their presentation ceremony if they place in an event at the scheduled time, thereby acknowledging and showing respect to other placegetters in the event;
 - v. Comply with a valid request by an Anti Doping Delegate.

Exceptions

This code does not override or supersede any AMA national policies or any State, Territory or Commonwealth laws. There may be exceptional circumstances such as in an emergency where the Code does not apply, however in those circumstances any breach must be notified to AMA as soon as practicable after the incident.

Jurisdiction

This Policy applies to:

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

When the Policy applies:

All Relevant Persons and Relevant Organisations to which this Policy applies must always comply with this Policy (whilst they are a Relevant Person or Relevant Organisation), including:

- i. in relation to any dealings, they have with Relevant Organisations or their staff, contractors, and representatives;
- ii. when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisation; and
- iii. in relation to their Membership or standing as a Relevant Person or Relevant Organisation in general.

The following is not within the scope of this Policy:

- i. where an interaction (including social media interactions) occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and athletics is the fact that one or more individuals are Relevant Persons or Relevant Organisations ¹;
- ii. where Prohibited Conduct occurs in contravention of this Policy, any subsequent conduct, or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to athletics (even where such conduct or interaction(s) would otherwise be Prohibited Conduct) ²;

¹ Such as two Members of a Relevant Organisation getting into a verbal or physical argument at a shopping centre, or two Members sending abusive social media messages to each other that have no direct link to athletics.

² Such as where a Member of a Relevant Organisation allegedly breaches this Policy by physically assaulting another Member at a event, but then the personal grievance(s) between those two individuals spills into issues not directly related to athletics, such as social media abuse or trolling.

Prohibited Conduct

A person commits a breach this Policy when they, either alone or in conjunction with another or others, contravene the guiding principles.

Breaches of the Code

Any person involved in conduct which is inconsistent with the behaviours set out in this Code may be in breach of this Code and will be dealt with in accordance with the Athletics Australia Complaints, Disputes and Discipline Policy.