



Blind Sports Australia

Code of Conduct

Policy Name: Code of Conduct

Date of Approval: 20th June 2023

Policy Coverage: Conduct expectations, excluding Prohibited Conduct under the BSA National Integrity Framework

Date of Review: 20th June 2024

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1. Background

- 1.1. BSA is committed to promoting and strengthening the positive image of Blind Sport and its Participants and to ensuring that everyone involved with Blind Sport is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved with Blind Sport 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) Sets out expected standards of behaviours;
 - (b) Prescribes Prohibited Conduct;
 - (c) Can be adopted at the BSA and Member Organisation level without amendment; and
 - (d) Does not cover conduct and disciplinary matters arising under policies that form part of the BSA National Integrity Framework.
- 1.4. The BSA National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the BSA National Integrity Framework, the BSA National Integrity Framework will apply to the extent of that inconsistency.
- 1.5. This Code of Conduct is underpinned by the following core values of BSA:
 - (a) To act within the rules and spirit of Blind Sport;
 - (b) To display respect and courtesy towards everyone involved in Blind Sport and prevent discrimination and harassment;
 - (c) To prioritise the safety and well-being of children and young people involved in Blind Sport; and
 - (d) To encourage and support opportunities for participation in all aspects of Blind Sport.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

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

Affiliated Club means affiliated members of BSA.

Authorised Provider means any non-Sport Organisations authorised to conduct Activities.

Blind Sport means blind sport from grassroots community level, through to elite competition at national and international level.

Blind Sports Australia (BSA) means Blind Sports Australia (ACN 008 621 252).

Code of Conduct means this Code of Conduct.

Member means a person admitted as a member of BSA and for the avoidance of doubt includes all classes of members.

Member Association means:

- (i) Goalball Australia;
- (ii) Blind and Vision Impaired Tenpin Bowling (BVIT);
- (iii) Blind Golf Australia;
- (iv) Blind Cricket Australia;
- (v) Australian Blind Bowlers Association (ABBA);
- (vi) Blind Sports Western Australia;
- (vii) Blind Sports South Australia;
- (viii) Sporting Wheelies and Disables Association Queensland;
- (ix) Blind Sports Recreation Victoria; and
- (x) Blind Sports & Recreation NSW/ACT.
- (xi) Inclusive Innovations Tasmania

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

Participant means:

- (a) Athletes 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, committee members or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, 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 league, 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 proscribed at clause 5 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) A Sport Organisation;
- (b) An Authorised Provider;
- (c) A Team; and

- (d) Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following individuals:

- (a) An individual Member;
- (b) A Participant;
- (c) An employee employed by a Sport Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of a Sport Organisation or an Authorised Provider;
- (e) A volunteer engaged by 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; and
- (f) Any other individual who has agreed to be bound by this Code of Conduct.

Sport Organisation means BSA and each Member Association that has adopted this Policy.

Team means any collection or squad of athletes who compete and/or train in an Activity.

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 Blind Sport 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.

- (d) If the alleged Prohibited Conduct also constitutes Prohibited Conduct under a BSA 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

Relevant Persons and Relevant Organisations must:

- (a) Comply with any relevant stakeholder group expected behaviours set out in Schedule 1;
- (b) Act and operate within the rules and spirit of Blind Sport and Relevant Organisations;
- (c) Be a positive role model and model good sports behaviour for others, especially children;
- (d) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (e) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (f) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (g) Accept and respect the authority and decisions of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play. Make all appeals through the appropriate process and respecting the final decision;
- (h) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (i) Be aware of, and maintain an uncompromising adherence to, all Relevant Organisation standards, rules, regulations and policies;
- (j) Not use their involvement with Blind Sport and other Relevant Organisations to promote their own beliefs, behaviours or practices where these are inconsistent with those of Blind Sport or the Relevant Organisation;
- (k) Avoid any situation which may lead to a conflict of interest;
- (l) 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;
- (m) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as words and actions are an example;
- (n) Show concern and caution towards others who may be sick or injured;
- (o) Support the use of age-appropriate development activities and modified rules;

- (p) Not engage in conduct that is defined as Prohibited Conduct under any policy of the BSA National Integrity Framework, namely:
- (i) The BSA National Integrity Framework document;
 - (ii) The BSA Member Protection Policy;
 - (iii) The BSA Child Safeguarding Policy;
 - (iv) The BSA Competition Manipulation and Sport Wagering Policy; and
 - (v) The BSA Improper Use of Drugs and Medicine Policy;

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

- Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;
- 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 BSA National Integrity Framework policies for a full list of Prohibited Conduct captured by the BSA National Integrity Framework and detailed descriptions of such Prohibited Conduct.

- (q) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (r) 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;
- (s) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (t) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;

- (u) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (v) 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.

5. Prohibited Conduct

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 comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person, Activity or Blind Sport into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation, Activity or Blind Sport;
- (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(q) through 4(v), inclusive.

6. Conduct and Disciplinary Policy

Subject to clause 3.2(d), the BSA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

SCHEDULE 1: Stakeholder Group Expected Behaviours

Players/Athletes

- (a) Respect the talent, potential and development of fellow players and competitors;
- (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) At all times avoid intimate relationships with your coach;
- (e) Be honest in your attitude and preparation to training. Work equally hard for yourself and your team;
- (f) Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision; and
- (g) Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

Coaches

- (a) Be honest and ensure that qualifications are not misrepresented;
- (b) Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules;
- (c) Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback;
- (d) Recognise players' rights to consult with other coaches and advisors. Cooperate fully with other specialists (e.g., sports scientists, doctors and physiotherapists);
- (e) Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions;
- (f) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players;
- (g) Involve the players in decisions that affect them;
- (h) Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play;
- (i) Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players;
- (j) Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development;
- (k) Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result;
- (l) Avoid situations with your players that could be construed as compromising; and

- (m) Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.

Officials/Administrators

- (a) Place the safety and welfare of the players/participants above all else;
- (b) Resolve conflicts fairly and promptly through established procedures;
- (c) Maintain strict impartiality;
- (d) Be courteous, respectful and open to discussion and interaction;
- (e) Value the individual in Blind Sport; and
- (f) Be aware of your legal responsibilities.

Volunteers/Staff

- (a) Place the interests of BSA or other Relevant Organisation over your interests or any other person or persons when conducting business under the aegis of BSA or other Relevant Organisation;
- (b) Enthusiastically and competently carry out your duties;
- (c) Undertake any training necessary for the performance of your duties; and
- (d) Follow the directions of your designated supervisor(s).

Parents/Guardians

- (a) If your child is interested, encourage them to participate in the appropriate Activity. However, if your child is not willing to participate, do not force them;
- (b) Remember, children are involved in organised Activity for their enjoyment, not yours;
- (c) Encourage your child to play according to the rules and the official decisions, and develop your own knowledge of the rules;
- (d) Focus upon your child's efforts and performance rather than the overall outcome of the Activity. This assists your child in setting realistic goals related to their ability by reducing the emphasis on winning;
- (e) Teach your child that an honest effort is as important as victory, so that the result of each Activity is accepted without undue disappointment;
- (f) Never ridicule or yell at a child for making a mistake or losing;
- (g) Remember that children learn best from example. Applaud good play by all players; and
- (h) Show respect for your team's coach, umpires and opponents. Without them there would be no game.

Spectators

- (a) Never ridicule or scold a young player for making a mistake. Positive comments are motivational;
- (b) Applaud good performance and efforts by all players;
- (c) When watching a game congratulate both teams upon their performance regardless of the game's outcome;
- (d) Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules; and
- (e) Show respect for your team's coach, umpires and opponents. Without them there would be no game.

Board Members and Office Bearers

- (a) Place the interests of BSA or other Relevant Organisation over your interests or any other person or persons when conducting business under the aegis of BSA or other Relevant Organisation;
- (b) Devote to your duties the amount of time required to carry them out thoroughly and effectively;
- (c) Undertake any training necessary for the performance of your duties; and
- (a) As far as possible, attend all meetings of the Board, and, in the event that you are prevented from attending any meeting of the Board, notify the Secretary of your absence in advance of the meeting.