

## Codes of Behaviour

Kallara Calisthenics College 2022 - 2024

<b>Date created:</b>	17-DEC-2022				
<b>Audience:</b>	KALLARA CALISTHENICS COLLEGE				
<b>Version:</b>	2022.1				
<b>Purpose of Document:</b>	This policy was written to demonstrate the strong commitment of the management, staff and volunteers of Kallara Calisthenics ( <b>the College</b> ) to appropriate behaviours and to provide an outline of the policies and practices the College has developed to keep everyone safe from any harm, including abuse.				
<b>Actions:</b>	<ul style="list-style-type: none"> <li>✓ Ensure that Parents acknowledge that they have read and understand this Code of Behaviour by requiring a signed commitment on all member registration documents.</li> <li>✓ Encourage others to read and understand</li> </ul>				
<b>Review:</b>	17-DEC-2023				
<b>Contact:</b>	Jessica Fisher (College Administrator) on 0401740345.				
<b>Contents:</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Document(s)</th> <th style="text-align: right;">Page</th> </tr> </thead> <tbody> <tr> <td>Code of Behaviour</td> <td style="text-align: right;">1</td> </tr> </tbody> </table>	Document(s)	Page	Code of Behaviour	1
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<b>Other relevant resources (see Kallara Calisthenics website):</b>	<ul style="list-style-type: none"> <li>✓ College rules and regulations</li> <li>✓ Codes of Behaviour</li> <li>✓ Child Safety Policy and associated documents</li> <li>✓ Privacy Act</li> <li>✓ Member Protection Policy</li> <li>✓ Complaints Handling Policy</li> <li>✓ Reputation Policy</li> <li>✓ Social Media Policy</li> <li>✓ Risk Management Policy</li> <li>✓ Consequence of Breach to Code of Conduct and associated Policies</li> </ul>				

## 1. GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in any role you hold within ACF, a Member State or an Affiliated Club:

- ✓ Respect the rights dignity and worth of others.
- ✓ Be fair, considerate and honest in all dealing with others.
- ✓ Be professional in, and accept responsibility for your actions.
- ✓ Make a commitment to providing quality service.
- ✓ 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.
- ✓ Be aware of, and maintain an uncompromising adherence to ACF standards, rules, regulations and policies.
- ✓ Operate within the rules of ACF including national policies and guidelines which govern ACF and the Member States.
- ✓ Understand your responsibility if you breach, or are aware of any breaches of this Code of Behaviour.
- ✓ Do not use your involvement with ACF, a Member State or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of ACF, the Member States or the Affiliated Clubs.
- ✓ Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- ✓ Refrain from any form of abuse towards others.
- ✓ Refrain from any form of harassment towards, or discrimination of, others.
- ✓ Provide a safe environment for the conduct of the activity.
- ✓ Show concern and caution towards others who may be sick or injured.
- ✓ Be a positive role model.

## 2. ADMINISTRATOR CODE OF BEHAVIOUR

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of ACF, a Member State or an Affiliated Club and in any role as an administrator of ACF, a Member State or an Affiliated Club:

- ✓ Be fair, considerate and honest in all dealing with others.
- ✓ Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- ✓ 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.
- ✓ Resolve conflicts fairly and promptly through established procedures.
- ✓ Maintain strict impartiality.
- ✓ Maintain a safe environment for you and others.
- ✓ Be aware of your legal responsibilities.
- ✓ Be a positive role model for others.

## 3. COACHES CODE OF BEHAVIOUR

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as a coach of ACF, a Member State or an Affiliated Club:

- ✓ Treat all participants with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
- ✓ Provide feedback to participants in a caring sensitive manner to their needs. Avoid overly negative feedback.

- ✓ Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists.
- ✓ Treat all participants fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- ✓ Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
- ✓ Involve the participants in decisions that affect them.
- ✓ Determine, in consultation with participants and others, what information is confidential and respect that confidentiality.
- ✓ Encourage a climate of mutual support among your participants.
- ✓ Encourage participants to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- ✓ At all times use appropriate training methods which in the long term will benefit the participants and avoid those which could be harmful.
- ✓ Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the participants.
- ✓ Be acutely aware of the power that you as a coach develop with your participants in the coaching relationship and avoid any sexual intimacy with participants that could develop as a result.
- ✓ Avoid situations with your participants that could be construed as compromising.
- ✓ Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.
- ✓ Respect the fact that your goal as a coach for the participant may not always be the same as that of the participant. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
- ✓ Recognise individual differences in participants and always think of the participant's longterm best interests.
- ✓ Set challenges for each participant which are both achievable and motivating.
- ✓ At all times act as a role model that promotes the positive aspects of sport and of calisthenics by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of calisthenics and of coaching at all times.
- ✓ Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your participants.
- ✓ Encourage participants and coaches to develop and maintain integrity in their relationship with others.
- ✓ Respect other coaches and always act in a manner characterised by courtesy and good faith.
- ✓ When asked to coach participants, ensure that any previous coach-participant relationship has been ended by the participant-others in a professional manner.
- ✓ Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- ✓ Know and abide by ACF rules, policies and standards, and encourage participants to do likewise. Accept both the letter and the spirit of the rules.
- ✓ Be honest and ensure that qualifications are not misrepresented.
- ✓ Be open to other people's opinion and willingness to continually learn and develop.

## 4. PARTICIPANTS CODE OF BEHAVIOUR

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as participants of ACF, a Member State or an Affiliated Club:

- ✓ Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- ✓ Refrain from conduct which could be regarded as sexual or other harassment towards fellow participants and coaches.
- ✓ Respect the talent, potential and development of fellow team members and competitors.
- ✓ Care and respect the equipment provided to you as part of your program.

- ✓ Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- ✓ Conduct yourself in a professional manner relating to language, temper and punctuality.
- ✓ Maintain high personal behaviour standards at all times.
- ✓ Abide by the rules and respect the decision of the adjudicator.
- ✓ Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- ✓ Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

## 5. OFFICIAL CODE OF BEHAVIOUR

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as an official appointed by ACF, a Member State or an Affiliated Club:

- ✓ Place the safety and welfare of the participants/participants above all else.
- ✓ Accept responsibility for all actions taken.
- ✓ Be impartial.
- ✓ Avoid any situation which may lead to a conflict of interest.
- ✓ Be courteous, respectful and open to discussion and interaction.
- ✓ Value the individual in sport.
- ✓ Encourage inclusivity and access to all areas of officiating.

## 6. PARENT/GUARDIAN CODE OF BEHAVIOUR

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as a parent/guardian of a participants of ACF, a Member State or an Affiliated Club:

- ✓ Treat your child the same irrespective of them winning or losing.
- ✓ Remember that your child participates in the sport of calisthenics for their enjoyment not yours.
- ✓ Try to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
- ✓ Look relaxed, calm and positive on the sidelines.
- ✓ Make friends with other parents/carers at competitions.
- ✓ Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- ✓ Let the coach do the coaching.
- ✓ Understand that children will benefit from a break sometimes and that involvement in other sports is okay.
- ✓ Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- ✓ Be prepared to give your child some space so that he/she can grow and develop as an independent person.
- ✓ Let your child know that your love for them is not associated with their sporting performances.
- ✓ Communicate with your child and ask them how they are really feeling about their sport and about competing in particular.
- ✓ Occasionally let your child compete without you being there and hovering over them.
- ✓ Emphasise the good things your child did in preparing for and during the competition.
- ✓ Try to avoid:
  - Saying “we’re competing today”. Instead say “you’re competing today”. Give your child credit for accepting the responsibility of performing.
  - Getting too pushy or believe that you are indispensable. Let the coach do the coaching.
  - Living through your child’s performances.
  - Turning away when your child performs.
  - Turning away when your child’s behaviour is unsportsmanlike.
  - Telling your child what he/she did wrong after a tough competition.

- Making enemies with your child's opponents or family during a competition.
- Making your child feel guilty by reminding them about all the time, money and sacrifices you are making for his or her sport.
- Thinking of your child's sporting performances as an investment for which you expect a return.
- Badgering, harassing or use sarcasm to motivate your child.
- Comparing your child's performances with those of other children.
- Forcing your child to go to training. If they are sick of training find out why and discuss it with them.

## 7. CONSEQUENCE OF BREACH TO CODE OF CONDUCT AND ASSOCIATED POLICIES

Any breach of policies will result in administrative action. Any Kallara Calisthenics member found engaging in these acts will be subject to disciplinary action, which may include verbal or written reprimand, caution, warning, suspension and or termination of membership and or services. Kallara Calisthenics members may also be personally liable for offences under Commonwealth and or State and Territory legislation.

All matters relating to discipline and dispute resolution will be referred to the College Committee. The Dispute & Disciplinary ByLaw sets out the procedure for dealing with disciplinary actions and matters of dispute that may arise within the College. The College Principal, Committee Vice-President and one other suitably qualified person as appointed by the Committee shall comprise the Disputes Committee. The Kallara Calisthenics College Committee shall designate one of those appointees to act as the Chairperson.

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