



# STANDARDS & PROHIBITED CONDUCT: A GUIDE

This guide is for everyone involved in sport, such as members, participants, employees, contractors and volunteers. This includes players and athletes, coaches, instructors, officials and administrators at all levels.

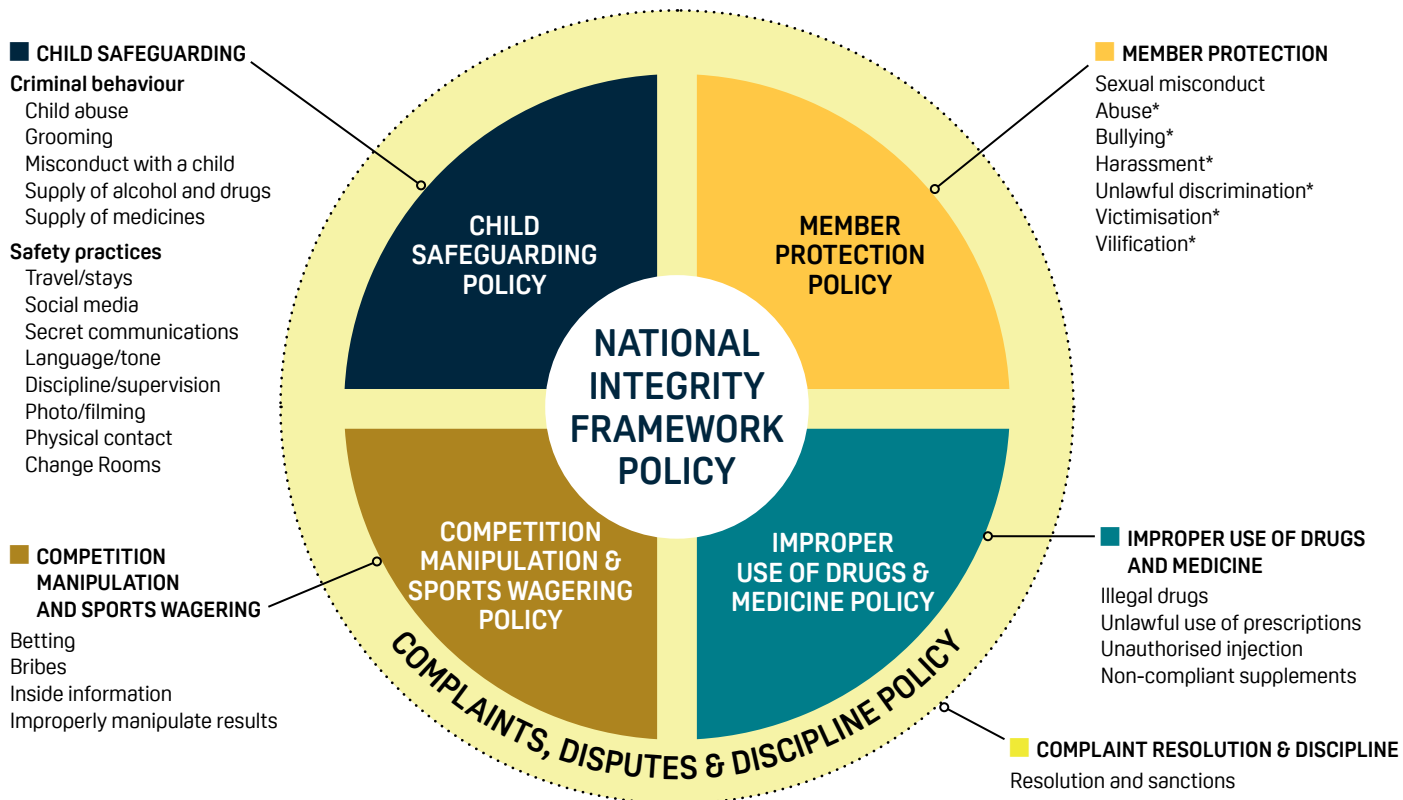
## THE NATIONAL INTEGRITY FRAMEWORK

This Guide provides an overview of the expected standards of conduct as set out in the National Integrity Framework.

The National Integrity Framework is a suite of policies designed to ensure a safe, fair and healthy sporting environment for all by setting out unacceptable behaviours in sport, known as Prohibited Conduct.

*Prohibited Conduct ranges from misconduct such as disrespectful behaviour to serious criminal acts (including assault, sexual offences and drug offences).*

## NATIONAL INTEGRITY FRAMEWORK POLICIES



\* In addition to your sporting organisation's involvement in matters relating to bullying, harassment, or discrimination, Sport Integrity Australia may become directly involved in such matters where they relate to a 'protected characteristics', such as such as protecting a child, or involves discrimination against women, race, disability.

**Everyone must ensure they understand the full extent of their responsibilities by referring to the National Integrity Framework Policies.**

Please check online with your National Sporting Organisation to access relevant Policies for your sport.



Failure to comply with the National Integrity Framework Policies may lead to Sanctions ranging from a warning and mandatory education to a ban from participating. Criminal conduct will be managed by law enforcement

## PERSONAL STANDARDS AND BEHAVIOUR

1. **Always** display **respectful behaviour** and **high personal standards** that is appropriate to your role in the sport.
2. **Never** consume **alcohol** or **substances** which may impact judgment, performance or behaviours whilst engaged in sporting environments.<sup>1</sup>
3. **Never** display **offensive** or **inappropriate images, objects, or other material** (including on clothing), including in social media posts.
4. **Never** make **offensive gestures, remarks or jokes, derogatory or suggestive comments**, or call people by **offensive nicknames** within the sporting environment.
5. **Never** use **intimidation** or **unnecessary aggression**.
6. **Never** **disparage opposing athlete, teams or club and match officials**
7. **Always** treat all participants with **respect**.
8. **Always** accept **success or failure** with dignity and grace, and **always** play by the rules.

## SAFEGUARDING

1. **Always** maintain **professional boundaries** and not **abuse** or **misuse** any **relationship of trust**, or position of power or **influence**.
2. **Always** ensure **appropriate supervision**, including in relation to children.
3. **Never** carry out **unnecessary touching** (including never touching the genitals, buttocks) in the sporting environment, and **NEVER** with a child.
4. **Never** carry out unwelcome **flirting**, or **sexual advances** within the sporting environment, and **NEVER** with a child.
5. **Never** engage in **humiliating** or **embarrassing** behaviours including 'hazing'.
6. **Never** **bully, intimidate** or **harass** anyone or **discriminate** against any individual or group (including based of their age, race, religion, ethnicity, nationality, sexual identity, disability).<sup>2</sup>
7. **Never** engage in practices which are known to be **harmful** to the **physical** or **psychological wellbeing** of a person (e.g. restricted access to food and fluids).
8. Adults must **NEVER**:
  - a. engage in **sexual misconduct** with a child.
  - b. ask a child to keep any communication **secret**, or **communicate privately** with a child **online** without a copy to parents or guardians.
  - c. **photograph** or **film** a child without written consent.
  - d. **travel**, or arrange **overnight stays** with a child without written consent.
  - e. be in a one-on-one situation in a change room area with a child.
9. **Always** promptly **report concerns** of **abuse** or **neglect** of a child or adult at risk.

<sup>1</sup> Club sanctioned events and celebrations involving the reasonable consumption of alcohol is excepted, subject to ensuring that it does not lead to excessive drinking and/or inappropriate behaviours.

<sup>2</sup> In addition to your sporting organisation's involvement in matters relating to bullying, harassment, or discrimination, Sport Integrity Australia may become directly involved in such matters where they relate to a 'protected characteristics', such as such as protecting a child, or involves discrimination against women, race, disability.

## INTEGRITY

1. **Always** act in accordance with the **criminal law**.
2. **Never** excuse or ignore any **breaches** of the **National Integrity Framework**.
3. **Always** report **serious breaches** of the National Integrity Framework, **cooperate** with authorities, and **never** discourage or interfere with any other person from doing so.
4. **Always** inform Sports Integrity Australia and the relevant sporting organisation if you are **arrested** or **charged with a criminal offence**.
5. **Never** compromise member athletes or the sport by **contravening rules to gain an unfair advantage**, including **improper use of supplements, drugs and medicine**.
6. **Never** take **bribes, improperly manipulate results**, or provide **inside information** in relation to competitions within sport.
7. **Always** respect the **confidentiality** of information provided to you within the sporting environment, subject to any safeguarding requirements.

