



# 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.

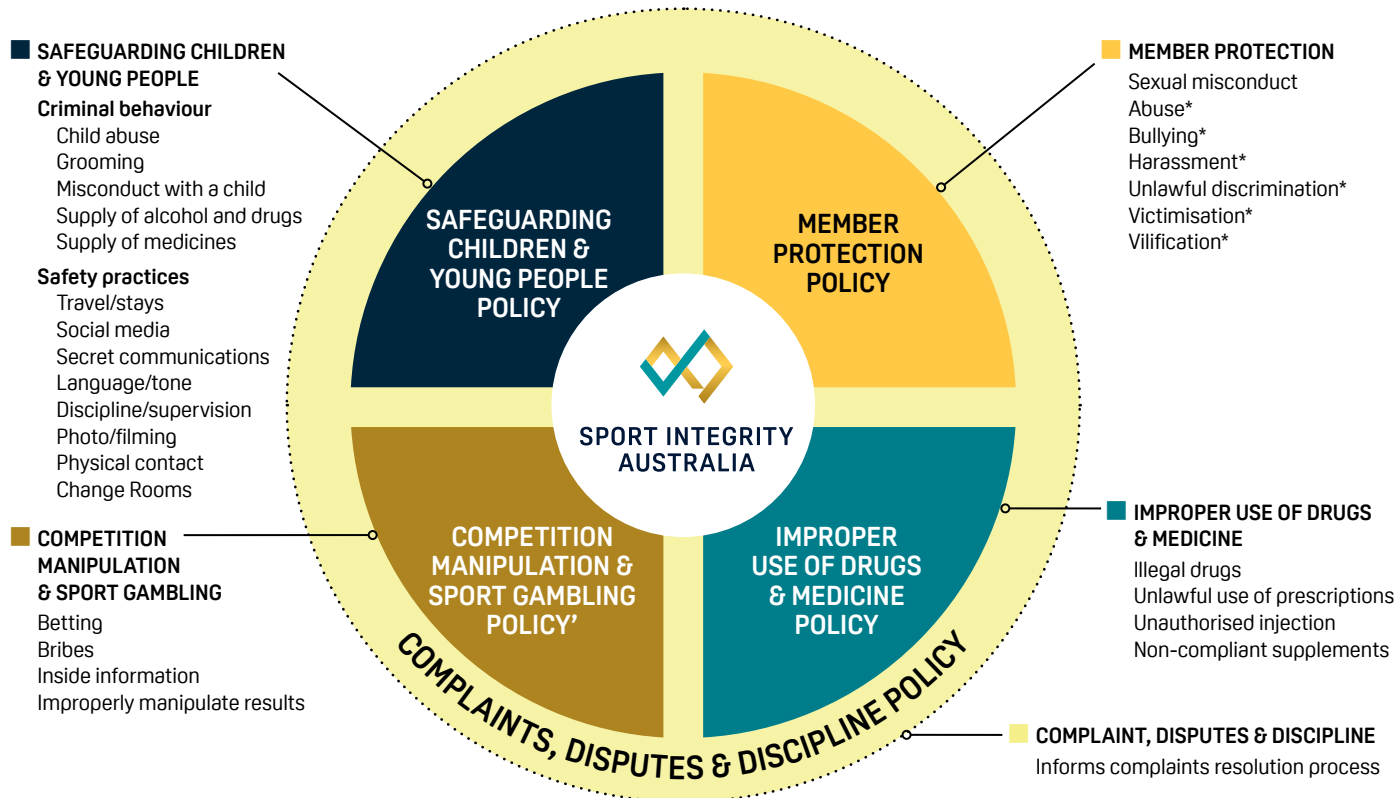
## THE NATIONAL INTEGRITY FRAMEWORK

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 characteristic', such as protecting a child, or involves discrimination on the grounds of race, sex, age, disability or religion.

## 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 do 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, 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 protecting a child, or involves discrimination on the grounds of race, sex, age, disability or religion.

## 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.

