



## **MEMBER CODE OF CONDUCT**

The Mudgee Triathlon Club (MTC): Code of Conduct applies to all MTC members. This Code of Conduct aims to set out the minimum standards for members, coaches, spectators and parents/carers of junior athletes. It shall apply when participating, training or taking part in MTC events and activities, and when participating in events sanctioned by Triathlon Australia.

MTC is committed to creating a safe, fair and inclusive sporting environment for our members, participants and stakeholders. We seek to prevent all forms of harassment, discrimination and abuse, and to promote positive behaviour amongst our athletes, coaches, spectators and committee. Harmful, unlawful and socially inappropriate behaviour will not be tolerated by MTC. We refer to the National Integrity Framework and the Triathlon Australia membership policies. It includes codes of behaviour with which everyone associated with our sport is expected to adhere to. We urge all members to read and understand this document and to report any behaviour which is not in accordance with our values.

### **Members of Mudgee Triathlon Club will:**

- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Respect the decisions of officials, coaches and committee members
- Ensure your decisions and actions contribute to a safe and harassment free environment
- Not tolerate abusive, bullying or threatening behaviour.
- Display responsible behaviour in relation to alcohol and other drugs
- Speak up if breaches of this document are witnessed.

### **Triathletes (adults and juniors) will:**

- Participate within the spirits of the sport and for your own enjoyment and benefit.
- Understand and follow the rules of triathlon.
- Show respect for other athletes, coaches, officials and administrators.

- Speak up if there are any concerns or have any recommendations regarding races or training.
- Be financial.

**Committee members will:**

- Place the safety and welfare of the athletes above all else.
- Ensure all members are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other athletes and officials. Take all reasonable steps to protect children from physical, emotional or sexual abuse.
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Policy.
- Perform a risk assessment for all club races and training sessions and implement effective controls. Review these annually after the AGM.
- Child Safety will be an agenda item on the monthly MTC committee meetings, reviewing any incidents and any WWCC due for renewal.
- Review of requirements for upcoming events or training hosted by the MTC

**Coaches will:**

- Place the safety and welfare of the athletes above all else. Take all reasonable steps to protect children from physical, emotional or sexual abuse.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Ensure quality supervision and instruction for athletes.
- Ensure all athletes are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of athletes.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- All online activities involving junior members are conducted in an appropriate manner ensuring there is no unsolicited contact with children, nor any unsolicited photos or videos taken.

**Parents and Spectators (at MTC events, or supporting MTC members) will:**

- Respect the effort and performances of athletes, administrators and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.
- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Help the coach or officials at training and events, where possible
- Model appropriate behaviour, including respect for other participants and officials.

Members and volunteers who breach our Policy may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension, termination from the organisation, and reporting to police.

Reviewed and endorsed by the MTC Committee Members,

DATE: 16<sup>th</sup> October 2024.