

RICHMOND HARRIERS Inc.

Incorporation No A0024162J

ABN 87 130 962 899

COACHING CODE OF CONDUCT

Richmond Harriers Inc.(the Club) has adopted the following Code of Conduct for all persons appointed as or otherwise acting as a coach to any member of the Club.

This Coaching Code of Conduct is adopted from the International Association of Athletics Federations (IAAF), the Australian Sports Commission (ASC) and the Australian Track and Field Coaches Associations (ATFCA). The basic principle is that ethical considerations leading to fair play are integral and mandatory elements of coaching athletics. These ethical considerations apply to all levels of ability and commitment, including recreational and competitive involvement in athletics.

A coach is required to be a positive role model for athletes so they learn fair play and sportsperson-like behaviours. The role of the coach is therefore an ambassador, educator and guardian of the ethical values of fair play within the sport of athletics.

The coach's primary role is to facilitate the process of individual development through achievement of athletic potential. This role accepts the athletes' long term interests as of greater importance than short term athletic considerations. To fulfill this role the coach must behave in an ethical manner, specifically in relation to the following points:

1. Coaches must respect the basic human rights, that is, the equal rights of each athlete with no discrimination on the grounds of gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, birth or other status.
2. Coaches must respect the dignity and recognise the contribution of each individual. Coaches must not act in any way that is defamatory, insulting or abusive to others. This includes respecting the rights of an individual for freedom from verbal, physical or sexual harassment and advances.
3. Coaches must avoid any form of sexual relationship with athletes that could develop as a result of their coach-athlete relationship. Coaches must always err on the side of caution with respect to physical expressions of affection, such as hugging or kissing.

4. Coaches must ensure that practical environments are safe and appropriate. This appropriateness must take into consideration the age, maturity and skill level of the athlete. This is particularly important in the case of younger or less experienced athletes.
5. Coaches will always consider the physical and emotional well-being of an athlete and place these needs ahead of any other concerns, such as competition or training. Coaches will discourage athletes from competing or training if there is likelihood that such competition or training could be detrimental to the athlete's physical or emotional well-being.
6. Coaches will, wherever practical, avoid unaccompanied and unobserved one-on-one activity, when in a supervisory capacity or where a power imbalance will exist, with people under the age of 18 years.
7. Coaches must acknowledge and respect the rules governing competition. This respect should extend to the spirit, as well as to the letter of the rules, in both training and competition, to ensure fairness of competitive opportunity between all athletes.
8. Coaches must exhibit an active respect for officials, by accepting the role of the officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules.
9. Coaches have a responsibility to influence the performance and conduct of the athletes they coach, while at the same time encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance.
10. Coaches must assert a positive and active leadership role to prevent any use of prohibited drugs or other disallowed performance enhancing substances or practices. This includes education of the athletes of the harmful effects of prohibited substances and practices.
11. The coach must acknowledge that all coaches have an equal right to desire the success of the athletes they coach - competing within the rules. Observations, recommendations and criticism should be directed to the appropriate person outside the view or hearing of the public domain.
12. Coaches must acknowledge and recognise that all athletes have a right to pursue their athletic potential. A coach will recognise that a previous coach-athlete relationship may exist and that, prior to taking on an athlete, all reasonable efforts have been made to ensure any previous relationship has ended in a 'professional manner'. Coaches will always recognise the athlete's right to consult with other coaches and advisers.

13. The Club's coaches will, wherever possible, seek to upgrade their skill and knowledge by further participation in accredited programs, or workshops, as well as through practical coaching experience. Coaches will respect that coaching accreditation is desirable and requires an ongoing commitment.

14. Coaches have a responsibility to share the knowledge and practical experience they gain.

15. Coaches must at all times be honest and never allow their qualifications or experience to be misrepresented.

16. Coaches must respect the image of the coach and continuously maintain the highest standards of personal conduct, reflected in both the manner of appearance and behaviour. Coaches must never smoke while coaching or in the presence of athletes, nor consume alcoholic beverages so soon before coaching that it affects their competence or that the smell of alcohol is on their breath.

17. Coaches should cooperate with all individuals and agencies that could play a role in the development of the athletes they coach, including working with other coaches and where appropriate, sports science and sports medicine professionals.

18. Coaches must not act in any way that brings Richmond Harriers Inc, the sport of athletics, Athletics Australia in its role as the National Federation, the IAAF or any other member organisation into disrepute.

19. The Club's coaches are subject to the Club's Member Protection Policies, Rules and By-Laws of Athletics Australia, those of the Member Association in the state where they reside and the Constitution and Rules of the IAAF as amended from time to time.

20. A coach who is found to be in breach of this Code of Conduct may be subject to disciplinary measures as per the Athletics Australia By-laws Part B and the Club's Member Protection Policy. Club coaches are subject to the Club's Constitution and all policies as listed on the Club's website.

Adopted/Amended by Resolution dated 21 September, 2016.

Signed in Acknowledgement by Club Coach.....

Name of Coach.....Date.....

Accepted by Committee of Richmond Harriers Inc. on.....

President/Secretary or Chairperson

