



# **CODES OF BEHAVIOUR**

## DEAF SPORTS AUSTRALIA (DSA) CODES OF BEHAVIOUR

The following specific list highlights the codes of behaviour that must be adhered to by DSA members, players, coaches and managers and other DSA officials who are appointed/selected to represent DSA at State, National, Australian Deaf Games and International events.

Our *National Integrity Framework* (NIF) policies adopted by the DSA Board (2023) and guided by *Sport Integrity Australia* are also highlighted in this policy as relevant. We will include links to Auslan translated summaries of the relevant policies.

Note: DSA members include:

- National Deaf Sport Organisations / Committee's and their members
- State Deaf Sport Organisations / committee's and their members
- Associate members

In addition there is a Code of Behaviour for spectators who are attending a DSA sanctioned event.

Codes of Behaviour listed below:

- Members page 3
- Officials page 4
- Team Administration page 5
- Volunteers page 6
- Spectators page 7
- Players page 8
- Coaches page 9
- Selectors page 10

Please note a conflict of interest is clarified as “a situation that has the potential to undermine the impartiality of a person because of the possibility of a clash between the person’s self-interest and professional interest or public interest”.

Generally, a conflict of interest may occur if an interest or activity influences the ability of a person to exercise objectivity or impairs their ability to perform their duties.

## DEAF SPORTS AUSTRALIA (DSA) CODES OF BEHAVIOUR

### **MEMBERS CODE OF CONDUCT**

(includes National and State Deaf Sport Organisation's / Committee's and their members)

DSA members must meet the following requirements in regard to conduct during any activity or event held or sanctioned by DSA and members.

1. Treat all members and players with respect at all times.
2. Accept responsibility for all actions taken.
3. Exercise reasonable care to prevent injury by ensuring players play within the rules.
4. Be impartial and maintain integrity in your relationship with other members, officials, players and coaches.
5. Avoid situations that may lead to a conflict of interest and disclose any conflict of interest where possible.
6. Not be in a position of individual and unsupervised contact with players under 18 years of age.
7. Be courteous, respectful and open to discussion and interaction.
8. Be a positive role model in behavior and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of DSA and members and in participation at all times.
9. Refrain from any personal abuse towards players.
10. Show concern and caution towards ill and injured athletes. Enforce the blood rule and apply procedures regarding ill or injured players according to the rules.
11. Abide by DSA's code of behavior when using social media and public information sharing.
12. Abide by all relevant policies documented by DSA in relation to the membership.

Please read our **Members Protection policy** for further information –

<https://deafsports.org.au/wp-content/uploads/2023/12/NIF-Member-Protection-Policy-November-2023-DSA.pdf>

Please watch our **Members Protection policy summary in Auslan** -

<https://youtu.be/k1d13dRce8Y>

## **OFFICIALS CODE OF CONDUCT**

(Umpires, tournament directors and other appointed officials)

Officials appointed by DSA must meet the following requirements in regard to conduct during any activity or event held or sanctioned by DSA and in any role to which the Official has been appointed by DSA.

1. Treat all players with respect at all times.
2. Accept responsibility for all actions taken.
3. Exercise reasonable care to prevent injury by ensuring players play within the rules.
4. Be impartial and maintain integrity in your relationship with other officials, players and coaches.
5. Avoid situations that may lead to a conflict of interest and disclose any conflict of interest where possible.
6. Not be in a position of individual and unsupervised contact with players under 18 years of age.
7. Be courteous, respectful and open to discussion and interaction.
8. Be a positive role model in behavior and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of DSA and officiating at all times.
9. Refrain from any personal abuse towards players.
10. Show concern and caution towards ill and injured athletes. Enforce the blood rule and apply procedures regarding ill or injured players according to the rules.
11. Abstain from the use of tobacco and the consumption of alcoholic beverages when officiating or whilst in uniform
12. Adhere to the Anti-Doping Policy advocated by DSA - <https://youtu.be/Jh6Pi2fhnKk>
13. Make no public comments or media announcements without prior approval from the Tournament Director or Umpire's Manager.
14. Uniforms – All Umpires must wear only the official DSA uniform when umpiring at any tournament.
15. Uniforms – All Technical Officials must wear only the official DSA uniform when officiating at any Tournament.
16. Maintain the fitness level deemed acceptable when the appointment to the tournament was made.
17. Abide by all relevant policies documented by DSA in relation to the appointment.
18. If officiating a game with children under 18 years', you are required to have a Working with Children certificate (mandatory) – WWC certificate must be supplied to DSA.

## **TEAM ADMINISTRATION CODE OF CONDUCT**

(Manager and other appointed officials)

Team administration must meet the following requirements in regard to their conduct during any activity or event to which they have been appointed by DSA.

1. Treat all players with respect at all times.
2. Ensure the athlete's time spent with the Team Administration is a positive experience.
3. Treat each athlete as an individual.
4. Be impartial and maintain integrity in the Team Administration relationship with other officials, players and coaches.
5. Make a commitment to providing a quality service to your athletes.
6. Avoid situations that may lead to a conflict of interest and disclose any conflict of interest where possible.
7. Be courteous, respectful and open to discussion and interaction.
8. Provide a safe environment for training and competition.
9. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of DSA and officiating at all times.
10. Refrain from any personal abuse towards players.
11. Show concern and caution towards ill and injured athletes.
12. Abstain from the use of tobacco and the consumption of alcoholic beverages when performing your official duties or whilst in uniform.
13. Adhere to the NIF Anti-Doping Policy adopted by DSA - <https://youtu.be/Jh6Pi2fhnKk>
14. Abide by all relevant policies documented by DSA in relation to your appointment.
15. Actively discourage the use of performance enhancing drugs and the use or consumption of alcohol, tobacco and illegal substances.
16. If managing children under 18 year's you are required to have a Working with Children certificate (mandatory) – WWC certificate must be supplied to DSA.

## **VOLUNTEERS CODE OF CONDUCT**

(Volunteers supporting a sport or recreation event)

As a volunteer, you are at the centre of our sporting community. Your dedication and integrity help to create a safe and fair sporting environment. Volunteers must meet the following requirements in regard to their conduct during any activity or event to which they have been appointed by DSA.

1. Understand and follow your role and responsibilities as a volunteer
2. Treat activity participants with respect, honesty and fairness
3. Make sure the environment is safe, welcoming and inclusive for everyone
4. Set a good example – your behaviour should help create a safe and inclusive space
5. Always put the safety and wellbeing of participants, particularly children first.
6. Make sure you have the right Working with Children Check (WWCC) (or equivalent) for your state or territory and provide a copy to DSA
7. Tell your DSA sport organisation immediately if your WWCC status changes
8. Before starting, ask for a position description so you understand your role and what's expected
9. Learn and follow your organisation's Child Safe Policies and Practices
10. Always follow your organisation's Code of Conduct
11. Ensure you are aware of your local safeguarding legal obligations.
12. If you see or suspect that a child is being harmed or is at risk, report it immediately.

Please read our **Members Protection policy** for further information –  
<https://deafsports.org.au/wp-content/uploads/2023/12/NIF-Member-Protection-Policy-November-2023-DSA.pdf>

Please watch our **Members Protection policy summary in Auslan** -  
<https://youtu.be/k1d13dRce8Y>

### **SPECTATORS CODE OF CONDUCT**

(This Code of Conduct is effective for all DSA controlled and sanctioned events.)

1. Spectators are an important part of the game and shall at all times conform to accepted standards of good sportsmanship and behaviour.
2. Spectators shall at all times respect officials, coaches and players and extend all courtesies to them.
3. Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
4. Respect the Official's decision. Do not abuse, threaten or intimidate a match official and do not show dissension, displeasure or disapproval towards a match official's decision in an abusive or unreasonable fashion.
5. Never publicly criticize officials – raise personal concerns with club/association officials in private.
6. Support skilled performances.
7. Show respect to opponents.
8. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
9. Do not throw any object.
10. Barrack in a positive way.
11. Leave the area tidy and free from litter or other mess.
12. Never ridicule mistakes or losses – supporters are there to support not downgrade.
13. Recognise all volunteers who are giving up their valuable time

## **PLAYERS CODE OF CONDUCT**

(Players selected in DSA controlled or sanctioned events must follow this code of conduct)

1. Respect the rights, dignity and worth of fellow players, coaches, officials, spectators, committee's and membership.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to the player as part of their program.
5. Be frank and honest with the coach concerning illness and injury and the ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your team administration, team officials and other athletes whilst playing in a DSA controlled or sanctioned event.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in the player's attitude and preparation to training. Work equally hard for the player and the team.
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
12. Adhere to the Anti-Doping Policy advocated by DSA - <https://youtu.be/Jh6Pi2fhnKk>
13. Abide by all relevant policies documented by DSA in relation to selection.
14. Abstain from the use of tobacco and the consumption of alcoholic beverages whilst in uniform and under the control of the coach and/or manager.

Please read our **Members Protection policy** for further information –

<https://deafsports.org.au/wp-content/uploads/2023/12/NIF-Member-Protection-Policy-November-2023-DSA.pdf>

Please watch our **Members Protection policy summary in Auslan** -

<https://youtu.be/k1d13dRce8Y>

## **COACHES CODE OF CONDUCT**

(This covers Coaches appointed by DSA for events sanctioned, approved or controlled by DSA)

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 interest as of greater importance than short-term athletic considerations. To fulfill this role the coach must behave in an ethical manner respecting the following points:

1. To agree to respect the basic human rights, that is the equal rights of each athlete under control with no discrimination on the grounds of sex, race, colour, language, religion, national or social origin, association with a national minority, birth or other status.
2. To agree to respect the dignity and recognize the contribution of each individual.
3. To ensure that the practical environment is safe and appropriate; this appropriateness will take into consideration the age, maturity and skill level of the athlete.
4. To agree to ensure that all equipment used in the activities, are safe for the users and that the supervision provided for these activities within each session is adequate.
5. To agree to plan sessions adequately and activities within, by using appropriate teaching progressions so as to reduce the risk of possible injury.
6. To agree to identify and to evaluate athletes with injuries and incapacities so as the workload and performance expectations are modified accordingly.
7. To agree to warn all athletes under control of the inherent risks of the sport/individual events with continual reinforcement being ongoing so as each athlete appreciates those risks.
8. To agree to evaluate the skill level and experience of each athlete in the group so as mismatching of athletes can be kept to a minimum.
9. To agree to advise all athletes under control the rules of the events so as the athletes respect these rules and the spirit of the rules as they are intended.
10. To agree to respect the image of the coach and to continuously maintain the highest standards of personal conduct reflected in both the manner of appearance and behaviour.
11. To agree not to smoke whilst coaching, not consume alcoholic beverages so soon before coaching.
12. To agree that the authority to discipline athletes under control extends only to minor infractions (i.e. attentiveness) and that any serious disciplinary breach must be referred to DSA Management for their attention.
13. To agree to abide by the general rules of DSA constitution or its approved representative so as not to bring DSA into disrepute.
14. To agree to abide by the general rules outlined in the DSA contract.
15. To observe all written codes of behaviours as prescribed and produced by DSA.
16. To be aware, understand and follow all protective measures as outlined in the policy.
17. If coaching children under 18 year's you are required to have a Working with Children certificate (mandatory) – WWC certificate must be supplied to DSA.

## **SELECTORS CODE OF CONDUCT**

DSA's appointed selectors' primary role is to facilitate, monitor, view and process players ensuring the best possible group of players are selected to represent DSA.

To fulfill this role the selector must behave in a professional and ethical manner respecting the following points:

1. To perform the role of selector at all times aiming to select the best possible players available.
2. To agree not to smoke, nor consume alcoholic beverages in the public gaze whilst performing selector duties, such duties are to be determined by the Convenor.
3. To agree to respect the image of the selector and to continually maintain the highest standards of personal conduct reflected in both the manner of appearance and behaviour.
4. To agree that any actual or perceived conflict of interest of a selector means that such selector will withdraw from the discussion where such actual or perceived conflict of interest exists. The selector must declare their actual or perceived conflict at the commencement of the selection process.
5. To agree to respect the basic human rights that is the equal rights of each athlete with no discrimination on the grounds of sex, race, colour, language, religion, national or social origin, association with a national minority, birth or other status.
6. To agree to abide by the general rules of the DSA constitution and policies so as not to bring DSA into disrepute.
7. To observe all written codes of behaviour as prescribed by DSA.
8. No selector, other than the Convenor is to make any public comment about the selection process or team/squad make up.

### **A reminder:**

With your participation in Deaf Sports Australia sport activities, you have a responsibility to be aware and knowledgeable of our key policies relating to code of behaviour. Please make sure you read and view the **Member Protection** policies below.

Please read our **Members Protection policy** for further information –

<https://deafsports.org.au/wp-content/uploads/2023/12/NIF-Member-Protection-Policy-November-2023-DSA.pdf>

Please watch our **Members Protection policy summary in Auslan** -

<https://youtu.be/k1d13dRce8Y>