



PURPOSE

The purpose of this Code of Conduct is to outline the standards of behaviours and ethical conduct expected of all participants, coaches, officials, parents/guardians (of child participants) and spectators who are involved with any activities held or sanctioned by Australian Calisthenic Federation (**ACF**), a Member State or an Affiliated Club, providing role-specific principles to guide individual behaviour and decision-making.

ACF is committed to provide a safe, fair and inclusive environment for everyone involved in our organisation and in our sport.

CODE OF CONDUCT

General Code of Conduct

Any person who are involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Respect the rights dignity and worth of others.
- Be fair, considerate and honest in all dealing with others.
- Be professional in and accept responsibility for your actions. Make a commitment to providing quality service.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Be aware of, and maintain an uncompromising adherence to ACF standards, rules, regulations and policies.
- Operate within the rules of ACF including national policies and guidelines which govern ACF and the Member States.
- Understand your responsibility if you breach or are aware of any breaches of this Code of Conduct.
- Do not use your involvement with ACF, a Member State or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of ACF, the Member States or the Affiliated Clubs.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment towards or discrimination of others. Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured. Be a positive role model.
- Do not criticize the performance and/or appearance of an official either verbally or through electronic or social media.

Participant

In addition to the General Code of Conduct, a participant who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- Refrain from conduct which could be regarded as sexual or other harassment towards fellow participants and coaches.
- Respect the talent, potential and development of fellow participants. Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators. Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the adjudicator.



- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

Coach

In addition to the General Code of Conduct, a coach who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Treat all participants with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
- Report any harm or risk of harm to a child or young person to the appropriate statutory authority in your jurisdiction.
- Provide feedback to participants in a caring sensitive manner to their needs. Avoid overly negative feedback.
- Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists.
- Treat all participants fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
- Involve the participants in decisions that affect them.
- Determine, in consultation with participants and others, what information is confidential and respect that confidentiality.
- Encourage a climate of mutual support among your participants.
- Encourage participants to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- At all times use appropriate training methods which in the long term will benefit the participants and avoid those which could be harmful.
- Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the participants.
- Be acutely aware of the power that you as a coach develop with your participants in the coaching relationship and avoid any sexual intimacy with participants that could develop as a result.
- Avoid situations with your participants that could be construed as compromising.
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.
- Respect the fact that your goal as a coach for the participant may not always be the same as that of the participant. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
- Recognise individual differences in participants and always think of the participant's long-term best interests.
- Set challenges for each participant which are both achievable and motivating.
- At all times act as a role model that promotes the positive aspects of sport and of calisthenics by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of calisthenics and of coaching at all times.
- Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your participants.

Official

In addition to the General Code of Conduct, an official who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Place the safety and welfare of the participant/s above all else.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.



- Report any harm or risk of harm to a persons under 18 years of age to the appropriate statutory authority in your jurisdiction.
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions.
- Avoid situations that may lead to or call into question conflict of interest.
- Avoid engaging in verbal communication with coaches, officials, parents and spectators during play except in instances of medical emergencies or to call out acts of unethical behaviour.
- Be courteous, respectful and open to discussion and interaction. Value the individual in sport.

Parents/Guardian

In addition to the General Code of Conduct, parent/guardian (of child participant) who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Treat your child the same irrespective of them winning or losing.
- Remember that your child participates in the sport of calisthenics for their enjoyment not yours.
- Try to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
- Look relaxed, calm and positive on the sidelines. Make friends with other parents at competitions.
- Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- Let the coach do the coaching.
- Understand that children will benefit from a break sometimes and that involvement in other sports is okay.
- Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- Be prepared to give your child some space so that he/she can grow and develop as an independent person.
- Let your child know that your love for them is not associated with their sporting performances.
- Communicate with your child and ask them how they are really feeling about their sport and about competing in particular.
- Occasionally let your child compete without you being there and hovering over them. Emphasise the good things your child did in preparing for and during the competition.
- Try to avoid:
 - saying “we’re competing today”. Instead say “you’re competing today”. Give your child credit for accepting the responsibility of performing;
 - getting too pushy or believe that you are indispensable. Let the coach do the coaching;
 - living through your child’s performances;
 - turning away when your child performs;
 - turning away when your child’s behaviour is unsportsmanlike;
 - telling your child what he/she did wrong after a tough competition;
 - making enemies with your child’s opponents or family during a competition;
 - making your child feel guilty by reminding them about all the time, money and sacrifices you are making for his or her sport;
 - thinking of your child’s sporting performances as an investment for which you expect a return;
 - badgering, harassing or use sarcasm to motivate your child;
 - comparing your child’s performances with those of other children; and
 - forcing your child to go to training. If they are sick of training find out why and discuss it with them.

Spectators

In addition to the General Code of Conduct, a spectator who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:



- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators.
- Encourage participant to play by the rules and to show respect to coaches, officials and opponents at all times.
- Respect the rights and dignity of every person including participants, coaches, officials, parents and fellow spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others.
- Call out and refer to Member State representatives or ACF all acts of unethical behavior, whether from participants, coaches, officials, parents or fellow spectators.
- Participate in positive cheering that reinforces and encourages participant efforts.

REPORTING CONCERNS

ACF is committed to promoting a culture of compliance and ethical behaviour. We will make sure that the protection offered under this Code of Conduct is applied to anyone who reports concerns in good faith.

Reporting Breaches

It is the responsibility of individuals to report any breach or potential breach of the Code of Conduct as soon as practicable. Suspected or actual breaches of this Code of Conduct can be reported to the relevant Member State representatives or ACF's National Operations Manager.

ACF is committed to ensuring that participants, coaches, officials, parents/guardians (of child participants) and spectators can report breaches or suspected breaches of this code without fear of harassment, victimisation or discriminatory treatment.