



Victorian Athletics Officials' Code of Conduct

It is a condition of appointment as a Victorian Athletics Official that individuals agree to respect and abide by this Code of Conduct.

This Code extends to any occasion when an individual is wearing the Victorian Officials' uniform.

Victorian Athletics Officials must:

Behaviour and Ethics:

- ❖ Behave in a manner that does not damage or compromise the standing or reputation of Athletics Victoria or Little Athletics Victoria or that brings the sport of Athletics into disrepute.
- ❖ Treat with courtesy and respect all those involved in Athletics – Athletes, fellow Officials, Coaches, Athletics Victoria and Little Athletics Victoria staff, spectators and any other persons involved in the sport.
- ❖ Respect the rights and worth of every person regardless of their ability, gender, cultural background or religion - treating all as equals.
- ❖ Take a responsible position in relation to alcohol consumption and smoking in association with any Athletics related activity.
- ❖ Dress in accordance with the Victorian Officials' dress code.
- ❖ Hold a current 'Working with Children Check' Card.

A Safe Competition Environment:

- ❖ Ensure the safety of Athletes, Officials and other persons on the Field of Play.
- ❖ Ensure that all equipment and facilities meet safety standards and are appropriate to the age and ability of the participants.
- ❖ Refuse to accept abusive or unsporting behaviour.
- ❖ Support opportunities for people to learn appropriate behaviours and skills.
- ❖ Ensure that they have a current knowledge of the rules and protocols relevant to the competition.
- ❖ Operate within these rules and the spirit of Athletics; promoting fair play and common sense over winning at all costs.
- ❖ Make decisions that are impartial and consistent.

- ❖ Understand that their role is to facilitate competition and assist athletes achieve their best possible performance.
- ❖ Whenever possible, avoid unaccompanied and or unobserved one-on-one activity with people under the age of 18 years and in any situation where a power difference exists.
- ❖ Ensure that any physical contact with Athletes is necessary.

Breaches of the Code of Conduct

If any Victorian Official fails to observe this Code of Conduct the following will occur:

In the first instance:

1. Any transgressions would be reported to Athletics Victoria or Little Athletics Victoria.
2. Athletics Victoria or Little Athletics Victoria after obtaining details would refer the matter to the Victorian Officials Committee for review at their scheduled next meeting.
3. If it was deemed appropriate the matter would be referred to the Ethics and Integrity Committee (a Sub Committee of the Victorian Officials Committee) which would occur to further investigate the situation and consider appropriate action or actions.

The Ethics and Integrity Committee would:

1. Contact the Official concerned, in writing, stating the breaches of the Code of Conduct
2. The Official concerned then has the right of reply, in writing, to these allegations
3. A face to face meeting will then be organised between members of the Ethics and Integrity Committee and the Official concerned
4. The Official concerned has the right to have a witness at the face to face meeting, but not a legal representative

Options available to the Ethics and Integrity Committee include:

- Education of the Official
- Issue of a Warning; possibly involving a probationary period and performance review.
- In the case of a serious breach, or repeated incidents, an Official's registration with Athletics Victoria or Little Athletics Victoria may be cancelled.

At all stages of the above process, as appropriate, Athletics Victoria or Little Athletics Victoria will be kept informed of outcomes through their respective Chief Executive Officers and the Officials Administrator.