



Victorian Athletics Officials' Code of Conduct

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.
2. 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 may be cancelled.

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