



## **Orienteering Australia (OA) Code of Conduct**

**Policy Name:** OA Code of Conduct

**Date of Approval:**

**Policy Coverage:** Conduct expectations, excluding Prohibited Conduct under the OA National Integrity Framework

**Date of Review:**

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## 1. Background

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- 1.1. Orienteering Australia (**OA**) is committed to promoting and strengthening the positive image of Orienteering and its Participants in Australia and internationally, and to ensuring that everyone involved with Orienteering is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in Orienteering is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach this Code of Conduct.
- 1.3. This Code of Conduct:
  - (a) Sets out expected standards of behaviours in Orienteering;
  - (b) Prescribes Prohibited Conduct;
  - (c) Can be adopted at the OA, State Organisation and Affiliated Club level without amendment; and
  - (d) Does not cover conduct and disciplinary matters arising under policies that form part of the OA NIF.
- 1.4. The OA NIF does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the OA NIF, the OA NIF will apply to the extent of that inconsistency.

## 2. Definitions

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In this Policy the following words have the corresponding meaning:

**Activity** means an Orienteering competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition sanctioned or organised by OA or another Sport Organisation.

**Affiliated Club** means an Orienteering club affiliated with a state or territory orienteering association.

**Authorised Provider** means any non-Member organisations authorised to conduct activities sanctioned by OA or a State Organisation.

**Code of Conduct** means this Code of Conduct.

**Contractor** means any person or organisation engaged to provide services for or on behalf of OA or a Sport Organisation, and includes agents, advisers, and subcontractors of OA or a Sport Organisation and employees, officers, volunteers, and agents of a contractor or subcontractor.

**Employee** means a person employed by OA or a Sport Organisation.

**Individual Member** means refers to a person who is a member of a State Organisation or Affiliated Club.

**National Integrity Framework (NIF)** means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by OA.

**Orienteering** means the sport of orienteering as governed by OA.

**Orienteering Australia (OA)** means Orienteering Australia Inc.

**Participant** means:

- (a) Athletes who are registered with or entitled to participate in a Sport Organisation or OA Activity;
- (b) A person who participates in, and or attends, an Activity of a Sport Organisation or OA, including people who may not be an Individual Member;
- (c) Coaches appointed to train an Athlete or Team in a Sport Organisation or OA Activity;
- (d) Administrators who have a role in the administration or operation of a Sport Organisation or OA, including owners, directors, committee members or other persons;
- (e) Officials including technical officials, course setters, or other officials appointed by a Relevant Organisation or any competition, series or Team sanctioned by a Relevant Organisation;
- (f) Support Personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation or any competition, series or Team sanctioned by a Relevant Organisation including sports science sports medicine personnel, team managers, agents, selectors, and team staff members; and/or
- (g) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that bind them under this Policy.

**Prohibited Conduct** means the conduct proscribed at clause 5.1 of this Code of Conduct.

**Relevant Organisation** means any of the following organisations:

- (a) OA;
- (b) A Sport Organisation;
- (c) A Team; and
- (d) Any other organisation that has agreed to be bound by this Policy.

**Relevant Person** means any of the following individuals:

- (a) An Individual Member;
- (b) A Participant;
- (c) An Employee;
- (d) A Contractor;
- (e) A Volunteer; and
- (f) Any other individual who has agreed to be bound by this Policy.

**Sport Organisation** which means and includes:

- (a) A State Organisation;
- (b) An Affiliated Club; and
- (c) An Authorised Provider.

**State Organisation** means each State and Territory Organisation of OA and includes:

- (a) Orienteering ACT;
- (b) Orienteering New South Wales;
- (c) Orienteering Queensland;
- (d) Orienteering South Australia;
- (e) Orienteering Tasmania;
- (f) Orienteering Victoria; and
- (g) Orienteering Western Australia.

**Team** means any collection or squad of athletes who compete and/or train in the sport of Orienteering.

**Volunteer** means any person engaged by OA or a Sport Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

### **3. Jurisdiction**

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#### **3.1 To whom the Code of Conduct applies**

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

#### **3.2 When the Code of Conduct applies**

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
  - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
  - (ii) Wherever there is a recognised Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
  - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
  - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.

- (d) If the alleged Prohibited Conduct also constitutes Prohibited Conduct under an OA NIF policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

#### **4. Expected Behaviours**

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Relevant Persons and Relevant Organisations must:

- (a) Comply with any relevant stakeholder group expected behaviours set out in Schedule 1;
- (b) Be a positive role model;
- (c) Act and operate within the rules and spirit of Orienteering;
- (d) Be aware of, and maintain an uncompromising adherence to Relevant Organisation standards, rules, regulations and policies, including national and international guidelines which govern Relevant Organisations;
- (e) Be ethical, considerate, fair and honest in all dealings with Relevant Persons and Relevant Organisations;
- (f) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (g) Not physically or verbally abuse or harass in any form anyone associated with Orienteering;
- (h) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (i) Accept and respect the authority and decisions of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play. Teach those you are responsible and accountable for to do the same. All appeals must be made through the formal process and respecting the final decision;
- (j) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (k) Not use their involvement with Relevant Organisations to promote their own beliefs, behaviours or practices where these are inconsistent with those of Relevant Organisations;
- (l) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (m) Show concern and caution towards others who may be sick or injured;
- (n) Not engage in conduct that is defined as Prohibited Conduct under any policy of the OA NIF, namely:
  - (i) The OA National Integrity Framework document;
  - (ii) The OA Member Protection Policy;

- (iii) The OA Child Safeguarding Policy;
- (iv) The OA Competition Manipulation and Sport Wagering Policy; and
- (v) The OA Improper Use of Drugs and Medicine Policy;

Prohibited Conduct under the OA NIF includes, without limitation:

- Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;
- Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks;
- Improper manipulation of the result or course of a Sport activity or betting on a Sport activity;
- Inappropriate disclosure of inside information;
- Use, possession or trafficking of illegal drugs; and
- Non-compliance with certain requirements relating to medications, injections and supplements.

Relevant Persons and Relevant Organisations should refer to the OA NIF policies for a full list of Prohibited Conduct captured by the OA NIF and detailed descriptions of such Prohibited Conduct.

- (o) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (p) Not engage in behaviour that is:
  - (i) drunk and disorderly;
  - (ii) public or domestic violence;
  - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
  - (iv) unlawful or unsafe;
- (q) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (r) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (s) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (t) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

## **5. Prohibited Conduct**

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- 5.1 A Relevant Person commits a breach of this Code of Conduct when they:
- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
  - (b) Engage in any conduct or Activity including, without limitation, making public comment (including on social media) which:
    - (i) brings a Relevant Organisation or a Relevant Person into disrepute; or
    - (ii) is or could be harmful to the interests of a Relevant Organisation;
  - (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
  - (d) Do not comply with any of clauses 4(o) through 4(t), inclusive.
- 5.2 Conduct that is alleged Prohibited Conduct under the OA NIF will be dealt with in accordance with the OA NIF whether or not it is also prohibited under this Code of Conduct.

## **6. Conduct and Disciplinary Policy**

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Subject to clause 3.2(d), the OA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.



## **SCHEDULE 1: Stakeholder Group Expected Behaviours**

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### **Athletes/Participants**

- (a) Respect the talent, potential and development of fellow participants and competitors;
- (b) Care for and respect the equipment provided to facilitate the sport;
- (c) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements;
- (d) At all times avoid intimate relationships with your coach;
- (e) Abide by the rules and respect the decision of the Official, making all appeals through the formal process and respecting the final decision;
- (f) Be honest in your attitude and preparation to training. Work equally hard for yourself and your Team; and
- (g) Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

### **Coaches**

- (a) Provide feedback to athletes and other Participants in a manner sensitive to their needs. Avoid overly negative feedback;
- (b) Recognise athlete rights to consult with other coaches and advisers. Cooperate fully with other Support Personnel;
- (c) Encourage and facilitate athlete independence and responsibility for their own behaviour, performance, decisions and actions;
- (d) Involve athletes in decisions that affect them;
- (e) Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of participation;
- (f) Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the athletes;
- (g) Ensure any physical contact with athletes is appropriate to the situation and necessary for the athlete's skill development;
- (h) Be acutely aware of the power that you as a coach develop with your athletes in the coaching relationship and avoid any sexual intimacy with athletes that could develop as a result;
- (i) Avoid situations with your athletes that could be construed as compromising;
- (j) Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances;
- (k) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your athletes;

- (l) Know and abide by rules, regulations and standards, and encourage athletes to do likewise. Accept both the letter and the spirit of the rules; and
- (m) Be honest and ensure that qualifications are not misrepresented.

### **Officials and Administrators**

- (a) Place the safety and welfare of Participants above all else;
- (b) Accept responsibility for all actions taken;
- (c) Be impartial;
- (d) Avoid any situation which may lead to a conflict of interest;
- (e) Resolve any conflicts fairly and promptly through established policies and procedures;
- (f) Be courteous, respectful and open to discussion and interaction;
- (g) Value the individual in Orienteering; and
- (h) Be aware of any legal responsibilities.

### **Parents/Guardians and Spectators**

- (a) Remember that children participate in Orienteering for their own enjoyment, not yours;
- (b) Focus on the child's efforts and performance rather than winning or losing;
- (c) Never ridicule or yell at your child and other children for making a mistake or losing an Activity. Positive comments are motivational; and
- (d) Show respect and appreciation for good performance and skilful competition by all athletes/participants. Without them there would be no orienteering.