

## Background & Scope

FISAF Australia is responsible for the regulation, development and promotion of FISAF Sport Aerobics in Australia. We also host the Australian competition events. This Code of Conduct (CoC) applies to all persons in attendance at FISAF Australia events, and all registered members, clubs and schools. Included in this CoC are rules and guidelines to assist us in delivering a safe and positive environment for those involved.

FISAF Australia has absolute discretion regarding the implementation, regulation and enforcement of the CoC, and may update it at any time as it deems necessary.

## Participants

For the purpose of this Code of Conduct, 'participants' include:

- athletes;
- coaches;
- officials;
- program coordinators;
- parents/carers of athletes; and
- event spectators.

## General – all participants

- Avoid and/actively discourage all instances of unsportsmanlike behaviour;
- Respect the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, religion or other;
- Never bring the sport into disrepute;
- Contribute to a safe sporting environment, and a culture, that is accepting and respectful of individual differences and free from all forms of harassment. Athletes should consider their own safety as well as the safety of others. Safety, in the context of this CoC, includes physical and emotional safety and wellbeing, which may be affected by actions conducted in a physical sense as well as verbal, written and electronic means (including social media).

## Athletes

It is expected that an Athlete will at all times behave in line with the following:

- respect the talent, potential and development of fellow athletes and competitors
- care for, and treat with respect, all equipment and facilities used during the course of a competition/event;
- be honest throughout the course of the competition, including in all dealings with coaches and competition officials;
- conduct oneself in a professional manner in relation to personal and ethical behaviour;
- ensure that use of appropriate language, manner, and punctuality are upheld;
- be aware that personal behaviour has the capacity to embarrass oneself, the sport, and its stakeholders;
- work with, not against, FISAF Australia;
- abide by the rules, and respect the decision of the judges, and ensure that any appeals are made through the formal process, respecting the final decision;
- strive to maintain a positive attitude towards the sport, the competition and other participants at all times; and
- give your best effort – participate for your own enjoyment and benefit.

In general terms an Athlete is encouraged to:

- work towards achieving their full potential in the sport;
- maintain a healthy lifestyle that is conducive to excellence in the sport; and
- abide by both the rules and the spirit of the sport.

## Registered Coaches

It is expected that a coach will at all times behave in line with the following:

- work in good faith with FISAF Australia and its policies, rules and expectations;
- actively discourage unsportsmanlike behaviour by, or towards, any athlete, coach, parent or and other spectator, FISAF staff, officials or another club. Clubs and schools are responsible for the conduct of their members and supporters;
- seek to maximise the participation and enjoyment of all athletes, regardless of ability, and treat all athletes equally, regardless of their talent;
- place the welfare and safety of the athletes above all else, and display empathy and act with care towards all athletes who may be sick or injured;
- teach athletes that an honest effort, and competing to the best of their ability, is much more important than the result they receive;
- maintain appropriate, professional relationships with athletes at all times;
- maintain a thorough understanding of the rules of the competition;
- keep abreast of current coaching methods and seek to maintain or improve your current accreditation level;
- conduct yourself at all times in a manner that shows leadership, respect for the sport and respect for all those that are involved in the sport – athletes, staff, officials, other coaches, supporters and parents;
- help each participant (e.g. athlete, coach, official) to reach their potential and respect the talent, developmental stage and goals of each person and complement and encourage with positive and supportive feedback; and
- never disclose information to another party that you obtain or become aware of by way of your role as a coach, that is deemed sensitive or confidential, or in any way detrimental to another party.

## Officials/Judges

It is expected that Officials/Judges will at all times behave in line with the following:

- place the welfare and safety of the athletes above all else;
- be consistent and impartial when making decisions;
- promptly and appropriately address negative behaviour, and promote respect for all people;
- act honestly, in good faith, and in the best interests of the sport as a whole;
- ensure that any information acquired, or the advantage gained from the position, is not used improperly. Never disclose information that may be deemed sensitive or confidential, or in any way detrimental to another party;
- conduct your responsibilities with due care, competence and diligence;
- not allow prejudice, conflict of interest or bias to affect your objectivity; and
- seek and obtain written approval from FISAF Australia prior to performing the role of judge at a non-FISAF event that contains any FISAF Australia routines, categories or music mixes. Non-FISAF events must in no way be promoted as being affiliated with FISAF Australia events.

## Spectators/Parents/Carers

It is expected that spectators and parents will at all times behave in line with the following:

- display respectful, positive behaviour towards other spectators, staff, athletes, coaches, clubs and club owners, and officials at all times. Keep in mind that negative and disrespectful behaviour will reflect poorly not just on you, but your club/school as well;
- act fairly, and maturely towards all athletes, coaches, and clubs, and respect their efforts;
- understand that participation in the sport is a big commitment and a valuable life experience, and that the effort and benefits of involvement go far beyond the final result of a competition;
- participate in positive cheering that encourages the athletes, regardless of whether they are part of your club or school or not. Negative and intimidating cheering/taunting to fellow supporters, coaches club owners, athletes and officials is not appropriate conduct, and is not conducive to a positive and encouraging environment - which is what the sport is fundamentally about;
- remember that athletes participate in FISAF Australia's competitions for their own benefit and enjoyment, not yours;
- respect that certain areas of the venue are restricted to FISAF staff, coaches and athletes only, and not enter them without the express permission and accompaniment of a FISAF staff member; and
- follow the directions of the event organiser, its staff and officials at all times.

## Establishment of New Clubs

In the event that a person would like to setup their own sport aerobics club, the following rules/guidelines apply:

- a person is not permitted to advertise or disclose intentions/plans to open a new club if they are a current member at another registered club;
- prior to opening and/ working at a new club, a person must have finished all commitments to their current club within that competition season (up to and including the World Championship event). This includes payment of fees, completion of all competitions, etc;
- a person who intends/plans to leave an existing club and open their own must refrain from any behaviour that may be construed as directly or indirectly poaching athletes or coaches from their existing club. This may include off-hand comments, and any conversation to entice a member of another club to join their own club. This is deemed to be unsportsmanlike and is therefore not permitted; and
- a person who intends/plans to leave an existing club and open their own must recognise that they are not permitted to use intellectual property of their existing club without express prior permission to do so.

## Changing Clubs

- In situations where an athlete makes a choice to change clubs, FISAF Australia strongly recommends that the athlete, their parent/s, and the relevant club owners maintain open communication with each other about the change-over in order to uphold the values held by FISAF Australia, and of the community as a whole
- FISAF Australia strongly discourages athletes to change clubs mid-season. In the event that this does occur, FISAF Australia encourages all parties (athletes, parents, club owners and, if required, FISAF Australia) to maintain open communication with each other throughout the transition
- Directly or indirectly enticing or 'poaching' athletes from another club is inappropriate and unsportsmanlike.

## Breaches to this Code of Conduct

Breaches to this CoC should be reported to FISAF Australia in accordance with the Grievance Policy. Breaches may result in penalties including, but not limited to:

- the involved party/s being asked to immediately leave an event premises;
- suspension of an athlete on a temporary or permanent basis;
- suspension of a club on a temporary or permanent basis;
- suspension of a parent/carer/spectator from attending FISAF Australia events on a temporary or permanent basis;
- suspension of a coach, official, or staff member on a temporary or permanent basis; and/
- having a FISAF Australia membership or club/school registration revoked.

FISAF Australia reserves the right to report breaches to this CoC to the club/school that individuals are affiliated with, if it deems it appropriate to do so.