



Coach and Officials Code of Conduct

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1 Introduction

The Mid West Academy of Sport (MWAS) supports the development of athletes, coaches and officials. Gaining a scholarship with the MWAS is a prestigious opportunity that will assist coaches and officials to increase their level of skill and knowledge.

The Mid West has a proud sporting history. Good coaches and officials are critical to the development and the success of Mid West athletes. In order for the MWAS to best service athletes, the coaches and officials on scholarship with the MWAS need to be professional, cooperative and committed to continuous improvement.

MWAS coaches and officials on scholarship are role models for community coaches, officials, administrators, parents and for all athletes and community sport participants. It is therefore critical that MWAS coaches and officials act with the highest level of integrity.

This Guiding Principles in this Code of Conduct articulates the way in which MWAS coaches and officials should operate, as this will create the best outcome for sport in the Mid West and will best ensure that the MWAS will continue to expand as a positive organisation. In addition to the Guiding Principles, MWAS coaches and officials should be thirsty for knowledge and continuous improvement and should be open to sharing information with athletes, coaches, officials and administrators at all levels from all sports.

This Code is prepared in conjunction with existing documentation and coaches and officials must adhere to, and make themselves aware of the MWAS Anti-Doping policy, Child Protection Policy and Work Health and Safety Policy.

2 Guiding Principles for Coach and Officials Conduct

The three key principles below provide the framework of the Code.

MWAS Coaches and Officials will:

Principle 1: Integrity

- Comply with the MWAS Anti-Doping Policy and with the regulations of the Australian Sports Anti-Doping Authority and the World Anti-Doping Authority. This includes having a zero tolerance to the use of performance enhancing drugs.
- Obey the rules and spirit of the rules for the sport.
- Treat team athletes, opponents and other coaches and officials with respect.
- Perform and react with dignity regarding decisions of officials.
- When appropriate, and with due respect, follow the appropriate avenues for appeal.
- Coaches and officials should seek to positively participate in the building and maintenance of sponsorships by the quality of their interactions with MWAS sponsors.

Principle 2: Treat people with respect

- Maintain respect for oneself as this will form a strong basis for respecting others.
- Treat people involved in sport with courtesy and proper regard for their rights.

- Where possible, try to ensure that all athletes and participants have fun and gain positive experiences from sport, whether they are a team member, opponent, or any other participant.
- Work cooperatively with State and Regional Sport Associations, athletes, coaches, staff, service providers, sponsors, and key stakeholders and supporters of MWAS.

Principle 3: Observe the expectations of being a role model for athletes and the community

- Promote the integrity of MWAS during competition and public engagements.
- Exhibit the highest standards of integrity at MWAS functions and in all aspects of life.
- Conduct one-self in a manner that is beneficial to MWAS and in a way that brings credit to MWAS.
- Recognise and act in a manner responsible for safeguarding the reputation (performance and otherwise) of MWAS in the perception of all people and organisations external to MWAS.
- Take reasonable care when travelling and wearing MWAS apparel to ensure the highest reputation is upheld.
- Act in a respectful manner in one's private life. At all times consider the required discretion and make judgements in all regards to ensure your sport, MWAS, staff, sponsors, key stakeholders, and supporters of MWAS are not undermined and/or brought into disrepute by ones actions.

3 Reporting and Management of Breaches of the Code of Conduct

All breaches of the code of conduct must be provided in writing, via email or letter to the MWAS CEO. The MWAS CEO will then inform the coach or official under investigation. The CEO will provide the coach or official with the opportunity to respond to the alleged breach in writing.

The MWAS CEO will consider all information, will question witnesses or others as necessary and will then provide a report to the MWAS Board of Directors. The MWAS Board will then make a decision as to what disciplinary action will be taken.

In the event that the MWAS CEO deems an offense to be minor in nature, the CEO may choose to provide the coach or official with a written warning, without the need for further consideration from the MWAS Board. All written warnings will be kept on file and may be utilised against the coach or official in the event of future breaches of the Code of Conduct.

The decision of the MWAS Board and the CEO are final and no appeals will be heard.

In scenarios where a coach or official breaks law, or regulations such as anti-doping, the appropriate body will be informed, e.g. the Police or the Australian Sports Anti-doping Authority. MWAS may choose to suspend scholarships whilst such investigations are carried out.

4 Coach / Official Pledge

I have made myself aware of the conditions within the Mid West Academy of Sport Code of Conduct.

I realise that if I breach the Code of Conduct, it is very likely that I will face expulsion from all dealings with the Mid West Academy of Sport. If I am expelled from scholarship I will accept that I am at fault and I agree to not appeal to the MWAS through the legal system.

In the event that I forget any contents of the Code of Conduct, I will re-familiarise myself with the Code and will seek clarification for any areas in which I am uncertain of the meaning. I know that the staff of the MWAS will be glad to clarify any terms and to assist me to ensure that I understand the conditions stated within this Code of Conduct.

Coach / Official Name:

Signature:

Date (DD/MM/YY):