

INTRODUCTION AND PURPOSE

The Australian Fencing Federation Ltd (**AFF**) is committed to providing a safe, fair and inclusive environment for all of its members and participants engaging in AFF activities.

It is a fundamental right of our members and participants to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse while participating in our sport.

The AFF aims to ensure that all people engaging in fencing activities maintain responsible behaviour so that everyone can participate in a positive environment and enjoy the sport.

These Codes of Conduct inform our stakeholders of their legal and ethical rights and responsibilities and the standards of behaviour that are expected. These Codes of Conduct represents the AFF's commitment to encouraging an environment where the rights of stakeholders are protected and appropriate standards are maintained to ensure a safe and enjoyable sporting experience.

These Codes of Conduct were approved by the AFF Board on 17 December 2019. Subject to the requirements of the AFF Constitution, these Codes of Conduct are effective from 1 February 2020 and will operate until amended, repealed or replaced in accordance with the provisions of the AFF Constitution.

CODES OF CONDUCT

The AFF require certain standards of behaviour by athletes, coaches, Officials, administrators, parents/guardians (of child participants) and spectators, which are documented in these Codes of Conduct.

Our Codes of Conduct are underpinned by the following core values:

- to act within the rules and spirit of our sport;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of children and young people involved in our sport; and
- to encourage and support opportunities for participation in all aspects of our sport.

Our Codes of Conduct are detailed in the following codes:

- General Code of Conduct
- Coach Code of Conduct
- Official Code of Conduct
- Athlete Code of Conduct
- Officeholder Code of Conduct
- Parent/Guardian Code of Conduct
- Spectator Code of Conduct

APPLICATION

These Codes of Conduct apply to anyone involved in the sport of fencing in Australia including (but not limited to) the following individuals and organisations participating in AFF events and activities, regardless of whether they are acting in a paid or unpaid/voluntary capacity:

- (a) the AFF;
- (b) individuals appointed or elected to the AFF's board, commissions, committees and working groups;
- (c) employees, independent contractors and volunteers of the AFF;
- (d) Participants;
- (e) support personnel (including without limitation managers, , physiotherapists, psychologists, masseurs and sport trainers) appointed to or selected to AFF teams or squads, competitions, tours, camps, training sessions or other events, held, sanctioned or otherwise supported by the AFF;;
- (f) referees, tournament management personnel and other Officials participating or otherwise involved in in AFF events and activities;
- (g) coaches and assistant coaches;
- (h) other personnel participating or otherwise involved in AFF events and activities, including without limitation tours, camps and training sessions, held, sanctioned or otherwise supported by the AFF;
- (i) Members of the AFF (including Member States, Affiliate Members and Life Members) and their members;
- (j) any other organisations affiliated with the AFF or a Member State; and
- (k) any other person including parents, guardians, spectators and sponsors to the full extent that is possible, including where such person agrees in writing (whether on a ticket, entry form or otherwise) to be bound by these Codes of Conduct.

Each Member State must undertake to ensure that all of their members, including any Affiliate Members (in respect of Member States) and individual members, are bound by these Codes of Conduct.

GENERAL CODE OF CONDUCT

All individuals and organisations required to comply with these Codes of Conduct must meet the following requirements in regard to their conduct during any AFF events or activities and in any role they hold with the AFF:

- (a) Respect the rights, dignity and worth of others.
- (b) Be fair, considerate and honest in all dealing with others, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socioeconomic status and other conditions.
- (c) Be professional in, and accept responsibility for, your actions.
- (d) Make a commitment to providing quality service.
- (e) Be aware of, and maintain an uncompromising adherence to, the AFF's standards, rules, regulations and policies published by the AFF from time to time.
- (f) Operate within the rules of the sport including national and international guidelines which govern the AFF.
- (g) Do not use your involvement with the AFF to promote your own beliefs, behaviours or practices where these are inconsistent with those of the AFF.
- (h) Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- (i) Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- (j) Refrain from any form of harassment of others.
- (k) Refrain from any acts, omissions, conduct or other behaviour that brings, or is reasonably likely to bring the sport of fencing and/or the AFF, a Member State or an Affiliate Member into ridicule or disrepute.
- (l) Provide a safe environment for the conduct of the activity.
- (m) Show concern and caution towards others who may be sick or injured.
- (n) Be a positive role model.
- (o) Understand the potential consequences if you breach, or are aware of any breaches of, this Code of Conduct.

COACH CODE OF CONDUCT

In addition to the AFF's General Code of Conduct, coaches must meet the following requirements in regard to their conduct during any AFF events or activities:

- (a) Do not tolerate acts of aggression.
- (b) Provide feedback to participants and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
- (c) Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
- (d) Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
- (e) Involve the participants in decisions that affect them.
- (f) Encourage participants to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- (g) Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the participants.
- (h) Ensure any physical contact with participants is appropriate to the situation and necessary for the participant's skill development.
- (i) Be acutely aware of the power that you as a coach develop with your participants in the coaching relationship and avoid any inappropriate intimate relationships with participants that could develop as a result.
- (j) Avoid situations with your participants that could be construed as compromising.
- (k) Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
- (l) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your athletes.
- (m) Accept and respect the role of Officials in ensuring that competitions are conducted fairly and according to established rules.
- (n) Know and abide by rules, regulations and standards, and encourage participants to do likewise.
- (o) Accept both the letter and the spirit of the rules.
- (p) Be honest and ensure that qualifications are not misrepresented.

OFFICIAL CODE OF CONDUCT

In addition to the AFF's General Code of Conduct, Officials must meet the following requirements in regard to their conduct during any AFF events or activities:

- (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, or may reasonably be perceived to lead to, a conflict of interest.
- (e) Be courteous, respectful and open to discussion and interaction.
- (f) Value the individual in sport.

ATHLETE CODE OF CONDUCT

In addition to the AFF's General Code of Conduct, athletes must meet the following requirements in regard to their conduct during any AFF events or activities:

- (a) Do not tolerate acts of harassment.
- (b) Respect the talent, potential and development of fellow athletes.
- (c) Care for and respect the equipment provided to you as part of your activities.
- (d) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- (e) Avoid inappropriate intimate relationships with your coach.
- (f) Conduct yourself in a professional manner relating to language, temper and punctuality.
- (g) Maintain high personal behaviour standards at all times.
- (h) Abide by the rules and respect the decisions of Officials, making all appeals through the formal process and respecting the final decision.
- (i) Be honest in your attitude and preparation to training. Work equally hard for yourself and your team, squad or training partners.
- (j) Cooperate with coaches and staff in development of programs to adequately prepare you for competition.
- (k) Uphold your responsibilities and perform to the best of your abilities upon selection to a team.

OFFICEHOLDERS CODE OF CONDUCT

In addition to the AFF's General Code of Conduct, Officeholders (whether elected or appointed) have a duty to use care and diligence in fulfilling the functions of office and exercising the powers attached to that office and must comply with the following standards of conduct:

- (a) Meet the following requirements in regard to their conduct during any AFF events or activities:
 - (1) Resolve conflicts fairly and promptly through established procedures.
 - (2) Maintain strict impartiality.
 - (3) Be aware of your legal responsibilities.
- (b) Act honestly, in good faith and in the best interests of the entity that you are an officeholder of as a whole.
- (c) Use the powers of office for a proper purpose.
- (d) Recognise your primary responsibility is to the entity that you are an officeholder of as a whole but may, where appropriate, have regard for the interest of the AFF and other stakeholders.
- (e) Do not make improper use of information acquired as an Officeholder.
- (f) Do not take improper advantage of your position.
- (g) Properly manage any conflicts of interest.
- (h) Be independent in judgement and actions and to take all reasonable steps to be satisfied as to the soundness of all decisions made in your capacity as an Officeholder.
- (i) Confidential information received in the course of the exercise of duties remains the property of the entity from which it was obtained and it is improper to disclose it, or allow it to be disclosed, unless that disclosure has been authorised by that entity, or the person from whom the information is provided, or is required by law.
- (j) Do not engage in conduct likely to bring discredit upon the AFF and/or the entity that you are an officeholder of.
- (k) Comply with the spirit, as well as the letter, of the law at all times.

PARENT/GUARDIAN CODE OF CONDUCT

As a parent/guardian of a child participating in any AFF event or activity you must meet the following requirements in regard to your conduct during any such event or activity:

- (l) Remember that your child participates in sport for their own enjoyment, not yours.
- (m) Focus on your child's efforts and performance rather than winning or losing.
- (n) Never ridicule or yell at your child and other children for making a mistake or losing a competition.
- (o) Show appreciation for good performance and skilful plays by all participants (including opposing participants).
- (p) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- (q) Respect Officials' decisions and teach children to do likewise.
- (r) Do not physically or verbally abuse or harass anyone associated with the sport (participant, coach, referee etc).
- (s) Be a positive role model.
- (t) Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

SPECTATOR CODE OF CONDUCT

As a spectator of any AFF event or activity, you must meet the following requirements in regard to your conduct during any such event or activity:

- (a) Respect the decisions of Officials and teach young people to do the same.
- (b) Never ridicule or scold a young participant for making a mistake. Positive comments are motivational.
- (c) Condemn the use of violence in any form, whether it is by other spectators, coaches, Officials or participants.
- (d) Show respect for your team's opponents. Without them there would be no sport.
- (e) Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass participants, coaches, Officials or other spectators).

DICTIONARY

This Dictionary sets out the meaning of words used in this Code of Conduct and its attachments. Where a term is not defined, it should be given its ordinary and natural meaning.

AFF means Australian Fencing Federation Ltd ACN 161 544 752.

Affiliate Member means a club registered as a member or an affiliate with a Member State and also includes an Affiliate Member as that term is defined in the AFF Constitution.

Codes of Conduct means the codes of conduct in this document.

Member State has the meaning given to that term by the AFF Constitution.

Official means a person who acts as an official in the sport of fencing such as a judge, referee, adjudicator, umpire, jury member or mediator and participates in events and activities held, sanctioned or supported by the AFF, a Member State or Affiliate Member from time to time, whether in a paid or volunteer capacity.

Officeholder means the officeholders of the AFF, Member States and Affiliate Members from time to time, and includes directors and company secretaries.

Participant means a person who participates in the sport of fencing including, but not limited to, athletes.