

QAS Code of Conduct for Athletes & Coaches

1. BACKGROUND

- (a) The Queensland Academy of Sport (QAS) is committed to promoting and strengthening the positive image of its sports and Athletes and Coaches in Queensland and to ensuring that everyone involved with QAS is treated with respect and dignity.
- (b) This Code of Conduct (Code) aims to ensure that everyone involved in a sport program with QAS is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code.
- (c) This Code:
 - i. prescribes Prohibited Conduct;
 - ii. does not cover conduct and disciplinary matters arising under QAS sport integrity policies including the Safeguarding Athletes, Children and Young People Policy.
- (d) The QAS sport integrity policies do not apply to this Code but sit alongside it. Where a provision is inconsistent with QAS sport integrity policies, the QAS sport integrity policies will apply to the extent of that inconsistency.

2. DEFINITIONS AND INTERPRETATION

2.1 In this Code the following words have the corresponding meaning:

Activity means a sporting contest, match, competition, event, or activity (including training, testing and specialist support provision), whether on a one-off basis or as part of a series, league, or competition, organised or supported by QAS.

Athlete means a person who has a current athlete agreement with QAS or participates in a QAS supported Activity.

Code of Conduct or Code means this Code of Conduct.

Coach means a person who is coaching a QAS-supported athlete, QAS-supported team, an athlete in a QAS program including Youfor2032, Talent Support Program (TSP), Medal Support program (MSP) and any other QAS Activity.

Prohibited Conduct means the conduct proscribed at clause 5(a) of this Code.

Team means a collection or squad of Athletes (persons who have a current athlete agreement with QAS).

2.2 In this Code, unless the context otherwise requires:

- (a) a reference to a document is to that document as varied or replaced from time to time.

3. JURISDICTION

3.1 To whom the Code applies

The Code applies to:

- (a) Athletes; and
- (b) Coaches.

3.2 When the Code of Conduct applies

- (a) All Athletes and Coaches must comply with this Code (while they are an Athlete or Coach with QAS):
 - i. in relation to any dealings they have with QAS and their sport or their staff, contractors and representatives;
 - ii. wherever there is a recognised QAS or their sport connection, including participation in Activities and on social media where there is such a connection;
 - iii. when dealing with other Athletes and Coaches or QAS and their sport in their capacity as an Athlete or Coach; and
 - iv. in relation to their agreement or standing as a QAS Athlete or Coach in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are an Athlete or Coach, interactions (including social media interactions) involving one or more Athletes or Coaches are not within the scope of this Code.
- (c) Where QAS 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 or to the Athlete or Coach's sport. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a QAS or their sport's sport integrity policy, the QAS 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 or referred to the sport to manage the matter.

4. EXPECTED BEHAVIOURS

Athletes and Coaches must:

- (a) train and perform towards the attainment of your full potential in your Sport;
- (b) act and operate within the rules and spirit of their sport and QAS;
- (c) be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (d) act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (e) maintain appropriate, professional relationships with QAS staff, other Athletes and Coaches at all times;
- (f) Displaying self-control, respect, dignity, and professionalism to all involved with the QAS and the Sport - including opponents, coaches, officials, administrators, the media, parents, and spectators
- (g) treat all QAS staff, sport staff and representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (h) act with care and diligence to safeguard the health and safety of themselves, QAS staff and representatives from your sport and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (i) not engage in conduct that is defined as Prohibited Conduct under any safeguarding and sport integrity policy of the QAS;

Subject always to relevant definitions in any safeguarding and sport integrity policy of the QAS, Prohibited Conduct under QAS sport integrity policies 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 sporting 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.

Athletes and Coaches should refer to QAS safeguarding and sport integrity policies including when updated from time to time for a full list of Prohibited Conduct and detailed descriptions of such Prohibited Conduct.

- (j) respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (k) not engage in behaviour, whilst representing the QAS or sport, that is:
 - i. drunk and disorderly;
 - ii. public or domestic violence;
 - iii. continued or unreasonable disruption of QAS or your sport staff or representatives performing their duties; or
 - iv. unlawful or unsafe;
- (l) Not possess or drink alcohol whilst wearing QAS uniform
- (m) Seek and follow medical advice and performing rehabilitation exercises as advised
- (n) Maintain a lifestyle conducive to sporting excellence
- (o) Be a positive role model for the QAS and Sport and promoting the values, rules and spirit of the Sport
- (p) Reporting any breaches of this Code of Conduct to the QAS
- (q) Being mindful that sexual or intimate relationships between Athletes and QAS staff members can be perceived to be exploitive due to the (actual or potential) status, power dynamics, influence and dependence between the athlete and staff member. Where such relationships are entered into, the Athlete must disclose the relationship to the QAS and manage any conflict of interest appropriately as directed by QAS.
- (r) comply with all reasonable directions of, and accept all decisions of, QAS staff and your sport's staff and representatives; and
- (s) 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

- (a) An Athlete or Coach commits a breach of this Code when they:
 - i. 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;
 - ii. engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - A. brings QAS or your sport including its organisations, QAS staff or QAS into disrepute; or
 - B. is or could be harmful to the interests of your sport or QAS;
 - iii. make improper use of information acquired by virtue of their position in QAS or in any Team selected by your sport or QAS or their relationship with QAS or your sport's organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to QAS or your sport's organisations; or

- iv. do not comply with any of clause 4(.
- (b) Conduct that is alleged Prohibited Conduct under the QAS safeguarding policy and other sport integrity policies will be dealt with in accordance with the procedure for addressing a safeguarding concern under the QAS safeguarding policy whether or not it is also prohibited under this Code.

6. BREACHES OF THIS CODE

Subject to clause 5(b), the procedure for addressing a safeguarding concern under the QAS safeguarding policy applies to any alleged Prohibited Conduct under this Code.