

CODE OF CONDUCT

Shooting Australia

Date: 22/04/2022

Policy Name:	Code of Conduct
Date of Approval:	
Policy Coverage:	Conduct expectations, excluding Prohibited Conduct under the National Integrity Framework
Date of Review:	22/04/2023



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1. BACKGROUND

- (a) Shooting Australia (**SA**) is committed to promoting and strengthening the positive image of Shooting and its Participants in Australia and to ensuring that everyone involved with Shooting is treated with respect and dignity.
- (b) This Code of Conduct (**Code**) aims to ensure that everyone engaged by SA 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 policies that form part of the National Integrity Framework (**NIF**).
- (d) The NIF does not apply to this Code but sits alongside it. Where a provision is inconsistent with the NIF, the NIF will apply to the extent of that inconsistency.

2. DEFINITIONS

In this Code the following words have the corresponding meaning:

Activity means a contest, match, 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 SA
Affiliate means a member of a MO including (as applicable) clubs, districts, regions and zones.

Authorised Provider means any non-Sport Organisation authorised to conduct an Activity.

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

Member Organisation or **MO** means a sporting organisation that is a member of SA in accordance with the provisions of the SA Constitution.

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

Participant means:

- (a) Athletes who are registered with a SA or entitled to participate in an Activity;
- (b) Coaches appointed to train an athlete or team in an Activity;
- (c) Administrators who have a role in the administration or operation of SA, including owners, directors, committee members or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a SA or any league, competition, series, club or team sanctioned by a SA;

- (e) Support personnel who are appointed in a professional or voluntary capacity by a SA or any league, competition, series, club or team sanctioned by SA including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and

Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code.

Prohibited Conduct means the conduct proscribed at **clause 4(a)** of this Code.

Relevant Organisation means any of the following organisations:

- (a) SA;
- (b) Authorised Providers, which means any organisation (including Member Organisations) authorised to conduct Activities sanctioned by SA;
- (c) Team, which means a collection or squad of athletes who compete and/or train under the direction or supervision of SA; and
- (d) any other organisation which has agreed to be bound by these Integrity Policies.

Relevant Person means any of the following persons:

- (e) Participant;
- (f) Employee;
- (g) Contractor;
- (h) Volunteer, which means any person engaged by SA in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel; and
- (i) any other individual who has agreed to be bound by the Integrity Policies.

Sanctioned means events owned and delivered by SA, and does not include endorsed events.

Shooting means the sport of Shooting, and a reference to Shooting means collectively SA.

Shooting Australia or **SA** means Australian International Shooting Limited

Sport Organisation means SA **Jurisdiction**

2.2 *To whom the Code applies*

The Code applies to:

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

2.3 *When the Code of Conduct applies*

- (a) All Relevant Persons and Relevant Organisations to which this Code applies must comply with this Code (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.
 - (v) Relevant persons must comply with all relevant firearms legislation and regulations. Where any Relevant person fails to comply with relevant firearms legislation and regulations and/or is sanctioned under relevant firearms legislation and regulations they will be deemed to have also breached this Code of Conduct.
- (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.
- (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. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a 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.

3. **EXPECTED BEHAVIOURS**

Relevant Persons and Relevant Organisations must:

- (a) Act and operate within the rules and spirit of Shooting;
- (b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) Maintain appropriate, professional relationships with other Relevant Persons at all times;

- (e) Accept and respect the authority 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;
- (f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) 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;
- (h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the SA NIF.

Subject always to relevant definitions in the NIF, Prohibited Conduct under the 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 NIF policies for a full list of Prohibited Conduct captured by the NIF and detailed descriptions of such Prohibited Conduct.

- (i) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (j) 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;
- (k) 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;
- (l) 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;
- (m) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (n) 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.

4. PROHIBITED CONDUCT

- (a) A Relevant Person 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 a Relevant Organisation, a Relevant Person or Shooting into disrepute; or
 - (B) is or could be harmful to the interests of a Relevant Organisation
 - (iii) 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
 - (iv) Do not comply with any of clauses 3(i) through 3(n), inclusive.
- (b) Conduct that is alleged Prohibited Conduct under the NIF will be dealt with by SIA in accordance with the NIF whether or not it is also prohibited under this Code.

5. CONDUCT AND DISCIPLINARY POLICY

Subject to **clause 4(b)**, the SA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code.