



# CODE OF CONDUCT

## BOCCIA



**Policy Name:** Code of Conduct

**Date of Approval:** 01 February 2023

**Policy Coverage:** Conduct expectations, excluding Prohibited Conduct under the National Integrity Framework

**Date of Review:** 01 February 2025

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## **1. Background**

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- 1.1. Boccia Australia is committed to promoting and strengthening the positive image of Boccia and its Participants in Australia and to ensuring that everyone involved with Boccia is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in Boccia 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 of Conduct. This Code of Conduct is underpinned by the following core values:
  - (a) To act within the rules and spirit of Boccia;
  - (b) To display respect and courtesy towards everyone involved in Boccia and prevent discrimination and harassment;
  - (c) To prioritise the safety and well-being of everyone involved in Boccia;
  - (d) To encourage and support opportunities for participation in all aspects of Boccia.
- 1.3. This Code of Conduct:
  - (a) Prescribes Prohibited Conduct;
  - (b) Can be adopted at the Boccia Australia, Member Organisation and Affiliate level without amendment; and
  - (c) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.4. The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

## **2. Definitions**

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In this Policy the following words have the corresponding meaning:

**Activity** means a Boccia 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 Boccia Australia or a Boccia Organisation.

**Affiliate** means an Affiliated Member of Boccia Australia in accordance with the provisions of the Boccia Australia Constitution.

**Australian Representative** means a Participant selected to represent Australia for Boccia.

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

**Boccia** means the sport of Boccia, and a reference to Boccia means collectively Boccia International Sports Federation Limited (BisFed), Boccia Australia, Member Organisations and Affiliates.

**Boccia Australia** means Boccia Australia.

**Boccia Organisation** means Boccia Australia and each Member Organisation or Affiliate that has adopted this Policy.

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

**Member Organisation** means a sporting organisation that is a member of Boccia Australia in accordance with the provisions of the Boccia Australia Constitution.

**National Integrity Framework** means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by Boccia Australia.

**Participant** means:

- (a) Athletes who are registered with a Boccia Organisation 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 a Boccia Organisation, including owners, directors, committee members or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Boccia Organisation or any league, competition, series, club or team sanctioned by a Boccia Organisation;
- (e) Support personnel and assistants who are appointed in a professional or voluntary capacity by a Boccia Organisation or any league, competition, series, club or team sanctioned by a Boccia Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

**Prohibited Conduct** means the conduct proscribed at clause 5.1 of this Code of Conduct.

**Relevant Organisation** means any of the following organisations:

- (a) A Boccia Organisation;
- (b) An Authorised Provider;
- (c) A team, which means any collection or squad of athletes who compete and/or train in Boccia; and
- (d) Any other organisation that has agreed to be bound by this Policy.

**Relevant Person** means any of the following individuals:

- (a) An individual registered as a member of a Boccia Organisation;
- (b) A Participant;
- (c) An employee employed by Boccia Australia, a Boccia Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of Boccia Australia, a Boccia Organisation or an Authorised Provider;
- (e) A volunteer engaged by Boccia Australia, a Boccia Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
- (f) Any other individual who has agreed to be bound by this Policy.

### **3. Jurisdiction**

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#### **3.1. To whom the Code of Conduct applies**

The Code of Conduct applies to:

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

#### **3.2. When the Code of Conduct applies**

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (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 Boccia or 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.
- (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 of Conduct.
- (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 National Integrity Framework 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 of Conduct.

### **4. Expected Behaviours**

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#### **4.1. General Principles**

Relevant Persons and Relevant Organisations must:

- (a) Act and operate within the rules and spirit of Boccia, including national and international governing guidelines;
- (a) Be ethical, considerate, fair and respect the rights, dignity and worth of all Participants regardless of age, disability, gender, marriage or civil partnership, pregnancy and maternity, race, ethnicity, religion or belief, sexual orientation, cultural, social or economic background;
- (b) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (c) Maintain appropriate, professional relationships with other Relevant Persons at all times;

- (d) 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;
- (e) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (f) 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;
- (g) Not engage in conduct that is defined as Prohibited Conduct under any policy of the Boccia Australia National Integrity Framework, namely:
  - (i) The National Integrity Framework document;
  - (ii) The Member Protection Policy;
  - (iii) The Child Safeguarding Policy;
  - (iv) The Competition Manipulation and Sport Wagering Policy; and
  - (v) The Improper Use of Drugs and Medicine Policy;
- (h) Understand the repercussions for breaching the Code of Conduct or engaging in conduct that is defined as Prohibited Conduct in paragraph (g) above;
- (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;
  - (iv) unlawful or unsafe; or
  - (v) otherwise likely to bring a Relevant Organisation into disrepute;
- (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;
- (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; and
- (o) Report incidents in writing to a Relevant Organisation by completing the appropriate form within seven (7) days.

#### **4.2. Athletes**

To the extent not already defined in this Code of Conduct, Athletes must:

- (a) Work towards the attainment of their full potential and maintain personal habits of health conducive to sporting excellence;
- (b) Cooperate with coaches, teammates and opponents;
- (c) Show humility in victory and grace in defeat.

#### **4.3. Coaches, Administrators, Support Personnel & Parents/Carers**

To the extent not already defined in this Code of Conduct, Administrators, Support Personnel and Parents/Carers must:

- (a) Be reasonable in their demands of Athletes;
- (b) Be a positive role model for the sport of Boccia and the Athletes. Display control, respect and professionalism at all times;
- (c) Be consistent, objective and courteous when making decisions;
- (d) Maintain personal habits conducive of good health;
- (e) Condemn unsporting behaviour;
- (f) Work constructively and collaboratively with all other Participants to create a cohesive environment for all.

#### **4.4. Officials**

To the extent not already defined in this Code of Conduct, Officials must:

- (a) Remember that the game is for the Athletes;
- (b) Always be fair and impartial and control the game in a manner that will provide a positive experience for all Athletes;
- (c) Honour and accept assigned games and perform to the best of their ability at all times;
- (d) Study and learn the rules of the game and help fellow Officials to do the same;
- (e) Stay calm when confronted with emotional reactions from Participants. Never tolerate offensive, insulting or abusive language or behaviour;
- (f) Make decisions with confidence and accept responsibility for their actions and decisions;
- (g) Wear the appointed uniform in full, or the uniform provided by the competition organisers;
- (h) Always pick up the balls and not throw, kick or roll the balls to move them while on court.

#### **4.5. Australian Team Representation**

To the extent not already defined in this Code of Conduct, Australian Team Representatives must:

- (a) Cooperate with Boccia Australia in establishing and conducting a team culture conducive to excellent performance;
- (b) Respect the laws, customs of places visited as an Australian Team Representative;
- (c) Wear official team uniform when in competition and at other functions as directed;
- (d) Uphold the standing and reputation of Boccia Australia within Australia and overseas by behaving in a dignified manner both in and out of competition.

## **5. Prohibited Conduct**

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5.1. A Relevant Person commits a breach of this Code of Conduct when they:

- (a) 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;
- (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
  - (i) brings a Relevant Organisation, a Relevant Person or Boccia Australia into disrepute; or
  - (ii) is or could be harmful to the interests of a Relevant Organisation or Boccia;
- (c) 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
- (d) Do not comply with any of clauses 4.1 through 4.5, inclusive.

5.2. Conduct that is alleged Prohibited Conduct under the National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.

## **6. Conduct and Disciplinary Policy**

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Subject to clause 5.2, the Boccia Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.