



## **Code of Conduct**

Every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation
- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment or intimidation.

This code applies to community sport, training and club sanctioned activities.

## **General Code of Conduct**

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service.
- Be aware of, and maintain an uncompromising adherence to, Tennis Australia's standards, rules, regulations and policies.
- Operate within the rules of the sport including national and international guidelines which govern Tennis Australia and Australian Tennis Organisations.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of harassment of others.
- Refrain from any behaviour that may bring our Club into disrepute.
- Provide a safe environment for the conduct of tennis and associated activities at our Club.
- Show concern and caution towards others who may be sick or injured.

## **Committee Code of Conduct**

- Attend Committee meetings or forward their apology prior to the meeting.
- Treat all people associated with the Club, including members, volunteers, partners, external stakeholders, and other Committee Members with respect.
- Always consider the welfare of the Club's members above own field success.
- Attend to their fiduciary responsibility and make decisions based on what is best for the Club, not for individual interest or gain.
- Declare any Conflicts of Interest as they arrive and act to ensure that these conflicts do not pose a risk to the organization.
- Be open to feedback from members and respond appropriately.
- Adhere to the policies and procedures established by the Club and the legislative requirements of the Club.

### **Players Code of Conduct**

- Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
- Refrain from conduct, which could be regarded as sexual or other harassment towards fellow players and coaches.
- Respect the talent, potential and development of fellow squad players and competitors.
- Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Conduct yourself in a professional manner relating to language, temper and punctuality.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the umpire, match referee or other adjudicator, making all appeals through the formal process and respecting the final decision.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team/crew.
- Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

### **Parent / Guardian Code of Conduct**

- Treating your child the same irrespective of them winning or losing.
  - Remembering that your child plays tennis for their enjoyment not yours.
  - Trying to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
  - Looking relaxed, calm and positive on the sidelines.
  - Getting involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
  - Letting the coach do the coaching.
  - Understanding that children will benefit from a break sometimes and that involvement in other sports is okay.
  - Being there when the child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
  - Being prepared to give your child some space so that he/she can grow and develop as an independent person.
  - Communicating with your child and asking them how they are really feeling about their sport and about competing in particular.
  - Do not force your child to go to training/coaching/matches. If they are sick of training/coaching/matches find out why and discuss it with them.
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The Code of Conduct for community sport (ref. SRV & TA), states that every person in Victoria has the right to participate in community sport that is safe, welcoming and inclusive. If you have witnessed a breach, or have been subjected to behaviours that are not tolerated under the code, please contact a committee member.

Sanctions (penalties) for breaching the code will depend on a number of factors, such as:

- Who breached the code?
- How and when did they breach the code?
- What were the effects of the breach?
- Whether this behaviour has taken place repeatedly or is a one-off.

Sanctions may include:

- requesting a person to change their behaviour, issuing a formal or informal warning, asking a person to leave a facility.
- banning a person from entering a facility.
- imposing a fine and/or that a course be taken to assist with the issue.
- imposing a match ban on a player, spectator, official.

In rare and serious cases, where a breach of the code constitutes unlawful behaviour, it may be necessary to involve the police.

***Approved by Blackburn Tennis Club Committee – 09/05/2022***