



Lacrosse in Australia Codes of Conduct.

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Breaches of these Codes of Conduct

1. Subject to paragraph 2, the LA Conduct and Disciplinary Policy applies to any Alleged Breach (as defined in the Conduct and Disciplinary Policy) of one or more of these Codes of Conduct.
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 one or more of these Codes of Conduct. Where a provision in one or more of these Codes of Conduct is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

General Codes of Conduct

The following is to be adhered to unconditionally as member of LA, a Member Association (MA) or an affiliated club or a person required to comply with LA's Member Protection Policy that applies to all LA competitions.

The following requirements must be met in regard to your conduct during any activity held or sanctioned by LA, an MA or an affiliated club and in any role you hold within LA, a MA or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to LA's standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern LA, MAs and affiliated clubs.
7. Do not use your involvement with LA, an MA or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of LA, a MA or an affiliated club.
8. 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.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring LA, a MA or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

Directors' Code of Conduct

Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that Lacrosse Australia (LA) requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

Who does this Code of Conduct apply to

This Code of Conduct applies to LA Directors whenever they are acting in their capacity as an LA Director.

I (Name), as an LA Director shall:

1. Acknowledge Fiduciary Duty to LA and all stake-holders.
2. Acknowledge to act in good faith and in the best interests of the Association.
3. Commit to act with care and diligence.
4. Undertake to disclose all areas of actual and perceived conflict of interest.
5. Undertake to study and understand all financial and key reports, and not seek protection under the claim of Ignorance of the financial standing of the Association.
6. Endeavor to attend all meetings. If unable to attend provide written input so opinion can be tabled.
7. Undertake to circulate meeting papers no later than seven (7) working days prior to an LA meeting.
8. Undertake to study all papers prior to Board meeting so balanced decisions can be made, and meetings do not revert to research and discussion.
9. Commit to serve on committees and discharge duties in a timely and efficient manner.
10. Undertake to treat each other with courtesy and respect.
11. Uphold confidentiality of all Board meetings and Board related matters.
12. Act as an ambassador of LA and not bring the Association, the sport, or fellow Board members, into disrepute.
13. Behave professionally and in ways that uphold the LA Values (Ambition, Passion, Community, Resilience, Leadership, Professionalism).
14. Support all Board decisions regardless of own personal view.
15. Comply with the Australian Institute of Company Director's Code of Conduct.
16. Not use LA information or resources for personal or third-party gain or benefit whilst as a current and as past Director.
17. Undertake to LA and fellow Directors to discharge my responsibilities as a Director of LA in accordance with the Code of Conduct.

18. Exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in LA's circumstances.
19. Exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes.
20. Prevent insolvent trading by LA.
21. Make reasonable enquiries at Directors meetings to ensure that LA is operating efficiently, effectively and legally towards achieving LA's goals.
22. Not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of LA.
23. Comply with the content and themes of the Child Safety section of this Code of Conduct.
24. promote and encourage diversity, equality and inclusiveness in decision making and throughout LA.

Child Safety

LA is a child safe organisation and has zero tolerance for child abuse. LA adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in LA's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in LA's child safety and safeguarding documents.

Review

This Code will be reviewed by the Board annually, or earlier as required.

Director Declaration

The LA Code of Conduct must be annually executed by all directors.

I.....**(Signature)**

Being a Board Director of LA confirm that:

- I have read and understood the above, and have an understanding of the Australian Institute of Company Director's Code of Conduct. (reference document attached – www.companymdirectors.com.au)
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of LA
- I agree that I have an ongoing obligation to comply with the LA Directors Code of Conduct

Date:

Players' Code of Conduct

In addition to LA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by *LA*, an MA or an affiliated club and in your role as a player/participant in any activity held by or under the auspices of *LA*, an MA or an affiliated club:

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your coach.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Co-operate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

Parent/Guardian Code of Conduct

In addition to LA's General Code of Conduct, as a parent/guardian of a player/participant in any activity held by or under the auspices of LA, an MA or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance and skilful plays by all players (including opposing players).
6. 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.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (player, coach, umpire and so on).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
10. Be a positive role model.
11. Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

Coaches' Code of Conduct

In addition to LA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by *LA*, an *MA* or an affiliated club and in your role as a coach appointed by *LA*, an *MA* or an affiliated club:

1. Do not tolerate acts of aggression.
2. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
3. Recognise players' rights to consult with other coaches and advisers. Co-operate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
4. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
5. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
6. Involve the players in decisions that affect them.
7. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
8. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.
9. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
10. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
11. Avoid situations with your players that could be construed as compromising.
12. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
13. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
14. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
15. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.
16. Be honest and ensure that qualifications are not misrepresented.
17. Accept and follow a LA Director's directive when engaged with any LA team.

Officials' Code of Conduct

In addition to LA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by LA, a MA or an affiliated club and in your role as an official appointed by LA, a MA or an affiliated club:

1. Place the safety and welfare of the players/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open

Spectator Code of Conduct

In addition to LA's General Code of Conduct, as a spectator in any activity held by or under the auspices of LA, an MA or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the decision of officials and teach young people to do the same.
2. Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
3. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.
4. Show respect for your team's opponents. Without them there would be no game.
5. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass players, coaches, officials or other spectators).
6. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Child Safety Code of Conduct

The following is to be adhered to unconditionally as a member of LA, a Member Association (MA) or an affiliated club and by all paid and unpaid staff, including volunteers, interns or trainees of a Lacrosse organisation. You are responsible for the safety and wellbeing of children and young people who engage with lacrosse. You are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

You will:

1. Act in accordance with [the organisation's] child safety and wellbeing policies and procedures at all times.
2. Behave respectfully, courteously and ethically towards children and their families and towards other staff.
3. Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
4. Promote the human rights, safety and wellbeing of all children in lacrosse.
5. Demonstrate appropriate personal and professional boundaries.
6. Consider and respect the diverse backgrounds and needs of children.
7. Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
8. Involve children in making decisions about activities, policies and processes that concern them wherever possible.
9. Contribute, where appropriate, to Lacrosse Australia's policies, discussions, learning and reviews about child safety and wellbeing.
10. Respond to any concerns or complaints of child harm or abuse promptly and in line with Lacrosse Australia's policy and procedure for receiving and responding to complaints.
11. Report all suspected or disclosed child harm or abuse as required by your relevant State and Federal Government legislation and by Lacrosse Australia's policy and procedure on internal and external reporting.
12. Comply with Lacrosse Australia's protocols on communicating with children.
13. Comply with your relevant State and Federal Government legislation and Lacrosse Australia policies and procedures on record keeping and information sharing.

You will Not:

1. Engage in any unlawful activity with or in relation to a child.
2. Engage in any activity that is likely to physically, sexually or emotionally harm a child.
3. Unlawfully discriminate against any child or their family members.
4. Be alone with a child unnecessarily.
5. Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to [the organisation's] activities.
6. Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by [the
7. organisation's] policy and procedure on reporting.
8. Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material.
9. Work with children while under the influence of alcohol or prohibited drugs.
10. Ignore or disregard any suspected or disclosed child harm or abuse.

If I think this Code of Conduct has been breached by another person in Australia Lacrosse you will:

1. Act to prioritise the best interests of children.
2. Take actions promptly to ensure that children are safe.
3. Promptly report any concerns to lacrosse's Compliant manager, Sport Integrity Australia or the Lacrosse Member Protection Officer.
4. Follow Lacrosse Australia's policies and procedures for receiving and responding to complaints and concerns.
5. Comply with your state legislative, and Federal legislative requirements on reporting, and Lacrosse Australia's policy and procedure on internal and external reporting.

You agree to abide by this Code of Conduct during my involvement/appointment/employment with lacrosse. I understand that breaches of this Code of Conduct may lead to disciplinary action.

Working Group Code of Conduct

The following is to be adhered to unconditionally as a member of a Lacrosse Australia (LA) appointed committee or group and must be met in regard to your conduct during any activity held or sanctioned by LA:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Provide a safe environment for the conduct of the activity.
6. Act in good faith and in the best interests of the Association.
7. Undertake to disclose all areas of conflict of interest.
8. Endeavor to attend all meetings. If unable to attend provide written input so opinion can be tabled.
9. Uphold confidentiality of all meetings, related matters and items discussed.
10. Act and serve the sport of Lacrosse as a whole and the purpose/goal outlined in the Terms of Reference (TOR) without aiming for personal gain or personal success.
11. Not use LA information or resources for personal or third-party gain or benefit whilst as a current and as past committee member.
12. Act as an ambassador of LA and not bring the Association, the sport, or fellow committee member, into disrepute.
13. Support all LA Board and committee decisions regardless of own personal view.

Australian Representative Team Code of Conduct

The following Code of Conduct is to be adhered to unconditionally by all athletes and team personnel who are part of an Australian representative team.

Ibeing a member of

(Please print)

Agree to ensure that I will –

1. Represent the LA, my country and my teammates in a positive manner at all times.
2. Not bring the sport of lacrosse into disrepute
3. Uphold the responsibilities, obligations and teamwork associated with this Australian Representative Team
4. Conduct myself in a safe, responsible and inclusive manner
5. Show respect for fellow athletes and team personnel
6. Not exhibit or engage in any violent, offensive or abusive behaviour
7. Not exhibit or engage in any sexual harassment or intimidation
8. I.e. No photos or videos to be taken where there is any possibility that a person maybe changing
9. Promote equal opportunity for my teammates to participate and develop to their full potential
10. Adhere to the Team Policy regarding alcohol consumption
11. Participate in all training sessions as reasonably determined by Team Personnel
12. As a player, under the “age of consent” acknowledge that I am under the responsibility of the Team Manager, while participating in any Squad / Team activity including, training session, camp or event. Failure to comply with instructions or direction of the Team Manager, may result in censure or penalty or ceasing to continue with the Team/Squad Program.
13. Comply with all relevant LA Policies, including but not limited to the Member Protection Policy, Anti Doping Policy and High Performance Policy

I have read the above Code of Conduct and I understand that it is my responsibility to conduct myself in an appropriate manner, and that should I breach the Code of Conduct, there are possible ramifications.

Athlete /Team Personnel: _____ **Date:** _____
(signature)

Witness: _____
(print name)

Witness: _____ **Date:** _____
(signature)

Parent/Guardian Name: _____
(please print)

Parent/Guardian **Signature:** _____ **Date:** _____
(Parent/Guardian Signature if under 18 years of age)