

# CODE OF CONDUCT

## Biathlon Australia Limited

Date: 3 October 2022

<b>Policy Name:</b>	<b>Code of Conduct</b>
<b>Date of Approval:</b>	3 October 2022
<b>Policy Coverage:</b>	Conduct expectations, excluding Prohibited Conduct under the National Integrity Framework
<b>Date of Review:</b>	

**TABLE OF CONTENTS**

1.	BACKGROUND .....	1
2.	DEFINITIONS .....	1
3.	JURISDICTION.....	2
4.	EXPECTED BEHAVIOURS .....	3
5.	PROHIBITED CONDUCT .....	4
6.	CONDUCT AND DISCIPLINARY POLICY .....	5

## 1. BACKGROUND

- (a) Biathlon Australia (**BA**) is committed to promoting and strengthening the positive image of Biathlon and its Participants in Australia and to ensuring that everyone involved with Biathlon is treated with respect and dignity.
- (b) This Code of Conduct (**Code**) aims to ensure that everyone involved in Biathlon 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) Can be adopted at the BA Affiliate level without amendment; and
  - (iii) 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 BA or a Sport Organisation.

**Affiliate** means a member of an affiliated organisation with BA including (as applicable) clubs, districts, regions and zones.

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

**Biathlon** means the sport of Biathlon, and a reference to Biathlon means collectively BA Affiliates and members of any of them.

**Biathlon Australia** or **BA** means Biathlon Australia Limited

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

**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 BA.

**Participant** means:

- (a) Athletes who are registered with a Sport 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 Sport Organisation, including owners, directors, committee members or other persons;

- (d) Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation;
- (e) Support personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are BA members or 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 5(a)** of this Code.

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

- (a) A Sport Organisation;
- (b) An Authorised Provider;
- (c) A team, which means any collection or squad of athletes who compete and/or train in the Sport; 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 Sport Organisation;
- (b) A Participant;
- (c) An employee employed by BA, a Sport Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of BA, a Sport Organisation or an Authorised Provider;
- (e) A volunteer engaged by BA, a Sport 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.

**Sport Organisation** means BA and each Affiliate that has adopted this Policy.

### **3. JURISDICTION**

#### **3.1 *To whom the Code applies***

The Code 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 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.
- (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.

## **4. EXPECTED BEHAVIOURS**

Relevant Persons and Relevant Organisations must:

- (a) Act and operate within the rules and spirit of Biathlon;
- (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 BA 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.

## **5. 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 Biathlon into disrepute; or
    - (B) is or could be harmful to the interests of a Relevant Organisation or Biathlon;
  - (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 4(i) through 4(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.

## **6. CONDUCT AND DISCIPLINARY POLICY**

Subject to **clause 5(b)**, the BA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code.