

## **RNSW CODE OF CONDUCT**

### **PURPOSE**

The purpose of this Code of Conduct (Code) is to declare the type of behaviour which is encouraged by Rowing NSW Inc. (RNSW). This is the behaviour RNSW is seeking to promote and encourage rowing associations, clubs, schools, their members and supporters to adopt.

In addition to this Code we have listed some examples of behaviour which shall be deemed by RNSW's Board of Directors to be 'conduct unbecoming', or 'conduct not in the interests of RNSW and the promotion of its objects'.

By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Board offers clear direction in this area.

### **KEY PRINCIPLES**

1. RNSW seeks to operate in an environment where people show respect for others and their property. Respect is defined as consideration for the well-being of another's body, emotions and possessions, to ensure no damage or deprivation is caused to any of them.
2. RNSW seeks to operate in an environment which is free from harassment. Harassment is defined as any action directed at an individual or group which creates a hostile, intimidating or offensive environment.
3. RNSW seeks to operate in a non-discriminatory environment. By this it is meant that where everyone has an equal opportunity and receives a fair go in accordance with the law as well as RNSW's Rules, By-Laws and Laws of Boat Racing, procedures and guidelines.
4. Persons to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by RNSW. If disciplinary action is taken persons directly affected shall be afforded the opportunity to participate in those proceedings and to appeal against a penalty.

### **KEY ELEMENTS**

Each person who is bound by this Code shall:

- not act in a manner unbecoming, or contrary to the interests of RNSW;
- treat people involved in rowing with courtesy, respect and proper regard for their rights and obligations;
- treat another person's property with respect and due consideration of its value;
- demonstrate a positive commitment to RNSW's policies, Rules By-Laws and Laws of Boat Racing and procedures;
- not misuse funds or property belonging to third parties;
- respect the law and customs of the places visited including foreign countries;
- respect the confidentiality of information which comes to that person in the course of duty;
- and
- uphold and not injure or compromise, the standing and reputation of rowing.

## **GOVERNANCE**

This Code shall be known as the Rowing NSW Inc. Code of Conduct. The Code shall govern the conduct of all persons associated with rowing within New South Wales and elsewhere. In particular it shall apply to and for;

1. Persons acting on behalf of RNSW;
2. Rowers and scullers, coaches, managers and support staff of touring teams of RNSW;
3. Rowers and scullers participating at regattas conducted by RNSW, Rowing Australia Inc., and at overseas and interstate regattas;
4. Officials, umpires and support personnel assisting or conducting regattas referred to in paragraph 3; and
5. Delegates to and employees of RNSW.

This Code shall act as a guideline for criteria determining decisions and actions under the Rules and Laws of Boat Racing of RNSW.

## **UNSUITABLE BEHAVIOUR**

This list describes examples of behaviour which after investigation and a finding by the Board that the like behaviour has occurred, shall be deemed to be unsuitable behaviour and not in the best interests of sport.

1. 'Sledging' other rowers, scullers, officials or event organisers. Sledging is defined as a statement which is deemed to denigrate and/or intimidate another person,
2. Excessive use of alcohol, acting in a way that becomes a public nuisance or creates a public disturbance.
3. Causing damage to another person's property during the conduct of a regatta, or when representing RNSW, or depriving that person of that property, during the defined time frames of a tour within Australia or internationally.
4. Sexual relations between a coach, manager or support staff and a rower or sculler who is less than eighteen years of age, irrespective of the wishes and desires of that rower or sculler, are absolutely forbidden.
5. Sexual relations between a coach, manager or support staff personnel and a rower or sculler who is eighteen years of age or more of the same team are discouraged and may amount to unsuitable behaviour. Where a long term relationship exists this should be advised promptly to the team management.
6. The use or encouragement of drugs and banned substances to enhance or inhibit performance. The banned substances list is as outlined under the Australian Sports Commission's Doping Policy.
7. Statements which are deemed to denigrate the group that an individual is representing.
8. Harassment, sexual or otherwise.

### **PROCESS FOR DEALING WITH A BREACH**

Each case will be treated in accordance with the facts of the case and surrounding circumstances and so determined by those persons having jurisdiction in the matter.

If a breach, or suspected breach, of this Code has occurred the following process shall be used;

1. The suspected breach will be investigated within 7 days of its occurrence or notification that a breach may have occurred by;
  - a) The team manager and head coach in the case of RNSW teams or,
  - b) The Board of Management or Committee of a Club or of an affiliated rowing Association in the case within the Club's or Association's jurisdiction; or
  - c) The Board in cases within RNSW's jurisdiction, as may be necessary by those possessing jurisdiction to deal with the matter.
2. The person concerned will be advised of the alleged breach and will be offered the opportunity to present information pertaining to the incident. No-one involved in the incident will take part of the investigation.
3. The persons investigating the alleged breach will decide whether there has been a breach of the Code. If so, it will prepare a written statement and provide it to the person concerned. In all cases the statement will be provided to RNSW.
4. All persons who have had a decision made against them shall have a right of appeal. An appeal against a decision of the Board will be dealt with only by way of rescission as provided in By-Lay 18 and must be lodged within 7 days of the first decision.