

Shooting Australia has a Member Protection Policy that has two relevant Codes of Conduct that are applicable to Coaches. One is a General Code of Conduct, and the second is a Coaches Code of Conduct.

GENERAL CODE OF CONDUCT

SA expects high standards of behaviour from all people involved in the sport. It is vital that the integrity of the sport is maintained in accordance with the four guiding principles: Fairness, Respect, Responsibility and Safety as outlined in *The Essence of Australian Sport's Universal Code of Behaviour*.

As a person required to comply with this policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by SA, a Full Member, Associate Member or a Club and in any role you hold within SA, a Full Member, Associate Member or a Club:

Fairness

1. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
2. Encourage opportunities for participants to learn appropriate behaviours and skills.
3. Encourage participation in all aspects of the sport.
4. Be fair, considerate and honest in all dealing with others.

Respect

5. Treat each person as an individual.
6. Be a positive role model.
7. Display control, tolerance and courtesy to all involved with the sport.
8. Value the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
9. Do not use your involvement with SA, a Full Member, Associate Member or a Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of SA, a Full Member, Associate Member or the Clubs.

Responsibility

10. Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
11. Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
12. Act with integrity and accept responsibility for your actions.
13. Make a commitment to providing quality service.
14. Understand your responsibility if you breach, or are aware of any breaches of this Code of Conduct.

Safety

15. Ensure your actions contribute to a safe environment.
16. Ensure your actions contribute to a harassment free environment.
17. Do not tolerate violence or abusive behaviours.
18. Show concern and caution towards others who may be sick or injured.

COACH CODE OF CONDUCT

In addition to the General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by SA, a Full Member, Associate Member or a Club and in your role as a coach of SA, a Full Member, Associate Member or a Club:

1. Treat all athletes with respect at all times. Be honest and consistent with them.
2. Honour all promises and commitments, both verbal and written.
3. Provide feedback to athletes in a caring sensitive manner to their needs. Avoid overly negative feedback.
4. Recognise athletes' rights to consult with other coaches and advisers. Cooperate fully with other specialists (e.g. sports scientists, doctors, physiotherapists etc.).
5. Treat all athletes 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 condition.
6. Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions.
7. Involve the athletes in decisions that affect them.
8. Determine, in consultation with athletes and others, what information is confidential and respect that confidentiality.
9. Encourage a climate of mutual support among your athletes.
10. Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of play.
11. At all times use appropriate training methods that in the long term will benefit the athletes and avoid those which could be harmful.
12. Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the athletes.
13. Be acutely aware of the power that you as a coach develop with your athletes in the coaching relationship and avoid any sexual intimacy with athletes that could develop as a result.
14. Avoid situations with your athletes that could be construed as compromising.
15. Refrain from any form of sexual harassment towards athletes. Any physical contact with a person should be appropriate to the situation and necessary for the athlete's skill development.
16. Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.

17. Respect the fact that your goal as a coach for the athlete may not always be the same as that of the athlete. Aim for excellence based upon realistic goals and due consideration for the athlete's growth and development.
18. Recognise individual differences in athletes and always think of the athlete's long term best interests.
19. Help each athlete reach their potential.
20. Set challenges for each athlete which are both achievable and motivating.
21. At all times act as a role model that promotes the positive aspects of sport and of shooting by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of shooting and of coaching at all times.
22. Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your athlete.
23. Encourage athletes and coaches to develop and maintain integrity in their relationship with others.
24. Respect other coaches and always act in a manner characterised by courtesy and good faith.
25. When asked to coach an athlete, ensure that any previous coach-athlete relationship has been ended by the athlete/others in a professional manner.
26. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
27. Know and abide by SA rules, regulations and standards, and encourage athletes to do likewise. Accept both the letter and the spirit of the rules.
28. Be honest and ensure that qualifications are not misrepresented.
29. Be open to other people's opinion and willingness to continually learn and develop.