

JUDO FEDERATION OF AUSTRALIA INC.

CODE OF CONDUCT

For Athletes, Coaches, Officials and Referees.

The CODE OF CONDUCT is a general guide to what is considered acceptable behaviour and does not attempt to define a specific set of circumstances, where a departure from the Code will be considered to be a misconduct. It does NOT attempt to deal comprehensively with every situation, which may arise, and the fact that a matter is not specifically mentioned in the Code of Conduct should NOT be taken to mean that it is to be regarded as acceptable behaviour.

These guidelines are to be used by the Judo Federation of Australia Inc., its agents and employees to define the expectations which the JFA Inc. has of its *coaches, athletes, employees, volunteer (service providers), administrators and service.*

These guidelines do not intend to effect, overrule or countermand any Codes, Rules, Athletes Agreements, Disclaimers, By-laws or Regulations in place by the JFA Inc.; rather to be read and considered in addition to it.

Any Conduct, which is inconsistent with these guidelines, may be the subject of disciplinary action taken against the offenders. Any decision to initiate disciplinary action will take into account all relevant circumstances existing at the time of the complaint or occurrence including whether or not that conduct is inconsistent with these guidelines.

GENERAL PRINCIPLES

Responsibility

All Athletes, Coaches and Officials are individually responsible for the decision they make in the course of their membership of a team or employment. They are expected to be aware of reasonable foreseeable consequences of their actions and to make every effort to ensure that they work in an appropriate manner, which has the utmost regard for the highest standard of their performance of duties.

Competence

All Athletes, Coaches and Officials bring appropriate levels of skill and competencies to their appointment or selection and are expected to maintain and continue to develop those skills and attributes through an ongoing program of professional development and continuous improvement.

Propriety

All Athletes, Coaches and Officials will refrain from any act, which could reasonably be regarded as tending to bring the JFA Inc., the team or the sport into disrepute or censure.

Integrity

All Athletes, Coaches and Officials are expected to be honest, sincere and honourable in their relationships with all team members and others with whom they interact in the course of their activities.

Excellence

All Athletes, Coaches and Officials are expected to strive for excellence in all aspects of their role on the team, squad or in their general endeavours within the sport.

Common 'Code of Conduct'

All Athletes, Coaches, Officials and Referees are expected to:

Without limiting the generality of the above, there is an expectation to:

- **refrain from discrimination** against any person, treat every person equally regardless of sex, nationality, colour, race, age, religion, ethnic background or any other individual characteristic.
- **take responsibility for their actions**, tactical decisions and results, concerning the performance of duties .
- **refrain from any conduct** which could be regarded as **sexual harassment**; sexual harassment is unlawful and is defined as an attempt to assert abusive, unwarranted power over another; unwelcome sexual advances; requests of a sexual nature where a person believes on reasonable grounds that a rejection of the advance, a refusal of the request or a taking of objection to the conduct, would disadvantage them in any way.
- **avoid engaging in any physical, verbal, and emotional abuse** against any person on the team or with whom they have contact, refrain from the use of profanity and sledging. Sledging being defined as a statement, which is deemed to degrade and or intimidate another person.
- The use of **tobacco** products is discouraged and should not be used during training / camps and sporting events.
- Be **fair and considerate** with every person with whom they have contact and not take liberties with the privacy of other persons.
- **refrain from the excessive consumption of alcohol**. In particular from the time of selection to a program, camp or event to be able to direct maximum effort to the improvement in all required aspects of the sport and ensure that their conduct does not include any activities that may be reasonably shown to distract from either their performance or that of squad members or officials. No alcohol is to be consumed during tournaments and training / camps.
- **maintain a high standard** in personal health and hygiene, conducive to sporting excellence and in regard to fellow team members or those whom they have contact.
- **participate in a program of training, testing and competition activities** under the guidance of the National Head Coach, in accordance with the JFA Inc. and the Selection Criteria. Athletes must take responsibility for input into a personal program, record keeping, participation in control tests (technical, skill, competitive and scientific) as may be deemed necessary to provide accurate data on fitness and performance level and integrate same into the program.
- **not engage in the taking of drugs or stimulants**, nor attempt to use, have in their possession, attempt to possess, traffic or attempt to traffic a drug of dependency or participate in other practices prohibited by the JFA Inc.; IOC; ASDA; and abide by the rules governing the Australian Sport Drug Agency Act of 1990.

Access to camps / training and/or tournaments: approval from the N.C.C. is required from all team members wishing to introduce any additional person(s) to access camps or events which are restricted, and for selected team members only.

Respect the law and customs at all times and in all places including those of other countries; displaying a spirit of fair play and act in a sportsmanship manner so as to ensure good relations within the team and the general environment.

Coach / Athletes Relations:(and vice versa)

JFA Inc. takes the view that intimate sexual relationships between coaches and athletes, while not against the law, may have negative effects on the individual athlete involved, other athletes

and coaches and team morale. This Code takes the position that for those coaching and training at all levels of competitions, camps and events under the auspices of the JFA Inc., undertake that relationships once developed are maintained with the utmost discretion to avoid any adverse effects. Sexual relationships with minors athlete are absolutely forbidden.

COACHES, OFFICIALS, REFEREES & VOLUNTEER APPOINTEES

Additional expectations are to:

- respect the talent, potential developmental age and goals of each athlete under their care and with whom they have sporting contact;
- establish an environment conducive for optimal training, high in morale and discipline, promoting a team spirit and unison, not engage in physical contact with athletes except within the context of the sport and the development of the athletes skill and athletic ability; make all reasonable steps to eliminate any forms of abuse, discrimination or harassment directed at athletes from any source; set appropriate training programs, based on the individual characteristics of the athlete; make decisions which take appropriate account of the individuals welfare; ensure that all athletes receive an appropriate level of attention and opportunities to optimise their potential; and maintain objectivity in dealing with athletes and ensure that no one receives an unfair advantage of selection through personal relationships.

- 1) Show concern for the **health, safety and welfare of athletes**. Take all-reasonable practicable steps to ensure that any athlete under their care and control are provided with a safe training environment.

Coaches and Officials are to:

- ensure that equipment and facilities meet safety standards that ensure a safe training and competition environment;
- take athletes individual circumstances into consideration if injured, ill, handicapped, or disabled and consider the appropriateness of modified training. In the event of injury, illness, etc., contemplate whether further participation should be allowed. (subject to suitable medical confirmation);
- ensure that they are in a position to give full and undivided attention to the athletes and their needs during training, camps and events, removing any reasonably foreseeable problems and distractions that may be encountered.
- seek appropriate medical advice wherever necessary and provide interest and support to assist in the rehabilitation of the injured or sick athlete.
- educate and support the concept of **NO DRUG USE** by any competitors in their charge and not allow possession or use of prohibited substances. All medication must be within ASDA specifications.

- 2) **Carry out all Duties in a Professional Manner**. Conduct themselves in a manner fitting their status as representatives of JFA Inc., the Sport of Judo and, in some cases, their country. Coaches and Officials should not conduct themselves in any manner, which could damage any relationship, nor the reputation of themselves or the that of the persons, or bodies they represent. Set an example to athletes at all times. Considering the before mentioned, particularly alcohol, should NOT be consumed in any circumstance which would adversely impact upon either their ability to perform their duties or the reputation of any of the persons or organisations which they represent and excess use should not be encouraged to others. Coaches are expected to:

- conduct themselves as professionals in relation to their language, manner, punctuality, preparation and presentation.
- display control, respect, dignity during the course of their duties towards all those with whom they come in contact; including opponents, coaches, officials, administrators, parents the media and spectators.
- maintain and improve their current National Coaching Accreditation and other coaching qualifications and seek continual improvement through performance appraisal and ongoing professional development.
- do not use information obtained in the course of their selection, appointment or other nominated role or duty to gain direct or indirect financial advantage by way of fraudulent practice or sexual harassment. Maintain confidentiality!
- maintain the highest personal behavioural standard at all times as representative of the JFA Inc., the sport and country.
- maintain and submit accurate and up to date records of athlete performance and training as required by the JFA Inc. or its designated supervisor.

APPEALS PROCESS

Each case will be treated in accordance with the 'situation', and 'ruling', of those persons adjudicating the case at that time. Penalties include but are not restricted to a warning; a reprimand; a fine, suspension or exclusion from a event, including camp and training, or eligibility to represent Australia or in the case of touring teams the imposition of conditions of remaining members of a team.

All persons who have had a decision made against them shall be offered an opportunity to appeal. Persons other than those who adjudicated the matter in the first instance will hear an appeal and an appeal must be lodged within 7 days of the first decision. No appeal will be heard after this date.

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, Head Coach and Coach in the case of the National Teams.
 - (b) members of the JFA Inc Board of Management with any conflict of interest, related to any person with a suspected breach must refrain from any involvement.
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 be part of the investigation.
3. The body investigating the alleged breach will decide whether there has been a breach of the Code and if so, on the appropriate penalty. It will prepare a written statement and provide it to the person concerned. In all cases the statement will be provided to JFA Inc.
4. If aggrieved the person concerned can appeal against the decision. In the case of National Tam matters, the JFA Inc. Board of Management will decide the appeal.

5. The body or persons hearing the appeal will consider the statement referred to in (3) above, may require and call for other evidence and will offer to the person concerned the opportunity to present his or her case. This decision will be final.