



Fremantle Rowing Club Inc

Code of Conduct

1. What is a code of conduct or behaviour?

A Code of conduct or behaviour is described as a set of consistent guidelines for an acceptable standard of conduct for an organisation or group of people.

Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials (umpires/referees/judges), athletes, parents and spectators.

Our policy covers decisions (e.g. team selection) and actions, breaches of our code of behaviour and behaviour that occurs at training, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

The Code of Conduct Form is to be signed by all members on joining the Club and by any adult travelling with a Club group to an event or representing the Club in any way. It remains current until the Code of Conduct is revised/re-issued, where upon it must be signed by all members on renewal of membership or representation of the Club at any event. Parents/responsible adults must co-sign their child's Code of Conduct form to confirm that the child and parent/responsible adults have read and understood the Code.

2. Club Responsibilities

We will:

- implement and comply with our policy;
- ensure all members, supporters and athletes (including parents of junior athletes) representing the Club have signed and returned the Code of Conduct to the Secretary prior to departing for an event.
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;

- seek advice from and refer serious issues to Rowing WA/Rowing Australia/ASC or other authorities if required.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse, theft) and any other issues that our state or national body request to be referred to them.

3. Individual Responsibilities

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy;
- all members, supporters and athletes (including parents of Junior Athletes) if representing the Club have signed and returned the Code of Conduct to the Secretary prior to departing for the event.
- treat others with respect;
- behave with honesty and integrity
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

4. See also FRC Member Protection Policy, Healthy Club Policy and FRC Hand Book for reference.

Fremantle Rowing Club: Supports a club culture of athletes and all members that is constructive and reflects the club ethos - **Be inclusive** welcome anyone to pursue rowing excellence. **Be equitable** offer solutions and be pro-active to provide the best resources to all levels within the club. **Be effective** ensure everyone has opportunity seek out and retain athletes, members, coaches to pursue rowing excellence **Be innovative - create opportunity** provide coaching, equipment, culture to actively progress individual and collective goals

Code of Conduct Sign and return this Code of Conduct Form to the Club Secretary

As members/staff/supporters of Fremantle Rowing Club we acknowledge that we will:

- Maintain a courteous and considerate approach to all members, guests and supporters – treat everyone fairly and with respect.
- Have willingness to assist others – be mindful of the common purpose
- Be familiar with and conduct ourselves in accordance with the Club's constitution and policies including Member Protection. This includes signing this Code of Conduct as required in acknowledgment of undertaking these policies.
- Respond co-operatively to direction from the Committee of Management, President or Captain or FRC authorised person such as National Team Manager or Regatta Manager
- Raise any personal concerns with the Membership Protection Officer (usually the President) or Committee directly in private.
- Maintain dress/appearance standards appropriate to the Club, event and venue
- Treat all participants as they would like to be treated. We will not bully or take unfair advantage of another participant.
- Respect the privacy and personal space of other individuals.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, sexuality, cultural background, or religion.
- Co-operate with coaches, officials and other participants.
- Control our temper. Physical and verbal abuse of athletes, officials, supporters, sledging other participants or deliberately distracting or provoking other participants are not acceptable nor permitted behaviours at Club events/regattas or tours.
- Work equally hard for the individual and/or team. Performance will benefit.
- Accept responsibility for our own actions. Behave with honesty and integrity.
- Conduct ourselves with regard to the Club's Heathy Club policy including alcohol, smoking, illicit drugs, medication, healthy eating, safety and sun safety.

Breaches of this Code of Conduct may result in any of the following consequences, depending on the severity of the breach:

- Immediate removal from the Team and competition;
- A bond being placed on the individual for future trips and competitions involving any Fremantle Rowing Club representative teams;
- A ban from representing Fremantle Rowing Club in future competition and events (in severe cases);
- Immediately being sent home at the individual's expense (in severe cases);
- Any other action deemed appropriate and fair by the Official (s) dealing with the case.

Signed:

Date:

Signed(parent):

Name:

member/staff/supporter