

APPENDIX 9 ROWING VICTORIA CODE OF CONDUCT

General

1.1 Purpose

- (a) The purpose of this Code of Conduct (Code) is to declare the type of behaviour, which is encouraged by Rowing Victoria Inc. This is the behaviour RV is seeking to promote and encourage Organising Committees, Clubs and Schools, their members and supporters, to adopt. In addition to this Code, listed below are some examples of behaviour which shall be deemed by the Board to be “conduct unbecoming”, or “conduct not in the interests of Rowing Australia and the promotion of its objects”.
- (b) By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Board wishes to offer clear direction in this area.

1.2 Key Principles

- (a) RV wishes to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another’s physical and emotional well being and possessions, to ensure no damage or deprivation is caused to either.
- (b) RV wishes 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, intimidatory or offensive environment.
- (c) RV wishes to operate in a non - discriminatory environment. By this we mean where everyone has an equal opportunity and receives a fair go in accordance with the law as well as RV rules, procedures and guidelines.
- (d) People to whom this Code applies acknowledge and agree to comply the grievance procedures adopted by RV. If any disciplinary action is taken persons directly affected shall be afforded the opportunity to participate in those proceedings and also the right to appeal against a penalty.

1.3 Key Elements

All persons who are bound by this code shall:

- (a) Not act in a manner unbecoming, or contrary to the interests of RV.
- (b) Treat people involved in rowing with courtesy, respect and proper regard for their rights and obligations.
- (c) Treat another person’s property with respect and due consideration of its value.
- (d) Demonstrate a positive commitment to RV policies, rules and procedures.
- (e) Not misuse funds or property belonging to another party.
- (f) Respect the law and customs of the places they visit including foreign countries.
- (g) Respect the confidentiality of information, which comes to them in the course of their duties.
- (h) Uphold and not injure or compromise the standing and reputation of rowing within Australia.

1.4 Governance

This code shall be known as the Rowing Victoria Inc Code of Conduct (RV Code). The RV Code shall govern the conduct of all persons associated with Rowing within Australia, prior to and after release from subsequent selection of said person by the RA Board a Victorian Team. In particular it shall apply to and for;

- (a) Persons acting for and on behalf of RV.
- (b) Athletes, Coaches, Managers and support staff of RV touring teams.
- (c) Persons participating at sanctioned RV regattas.
- (d) Officials, umpires and support personnel assisting or conducting RV regattas.
- (e) Delegates to and employees of Rowing Victoria.

This RV Code shall act as a guideline for criteria determining decisions and actions of RV.

1.5 Unsuitable Behaviour

This list describes examples of behaviour, which after investigation by the Board (or other body as set out hereafter) and a finding by the Board (or other body as set out hereafter), that such behaviour has occurred, shall be deemed to be unsuitable behaviour and not in the best interests of sport.

- (a) ‘Sledging’ other athletes, officials or event organisers. Sledging is defined as a statement, which is deemed to denigrate and/or intimidate another person.
- (b) Excessive use of alcohol, acting in a way that becomes a public nuisance, creating a public disturbance.
- (c) Causing damage to another person’s property during the conduct of a regatta, or when representing Australia, or depriving them of that property during the defined time frames of a tour within Australia or Internationally.
- (d) Sexual relations between a coach, manager, support staff and a junior athlete, irrespective of the wishes and desires of the athlete, are absolutely forbidden.

- (e) Sexual relations between a coach, manager and support staff personnel and an adult athlete on 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.
- (f) The use or encouragement of drugs and banned substances to enhance or inhibit performance. The banned substances list is as outlined under the Rowing Australia Anti-Doping Policy.
- (g) Statements that are deemed to denigrate the group that an individual is representing.
- (h) Harassment, sexual or otherwise.

2 Process for Dealing with a Breach

- 2.1 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 an event or eligibility to represent Victoria or in the case of touring teams the imposition of conditions of remaining members of a team.
- 2.2 All persons who have had a decision made against them shall be offered an opportunity to appeal. An appeal will be heard by persons other than those who adjudicated the matter in the first instance and an appeal must be lodged within 7 days of the first decision. No appeal shall be heard after this date.
- 2.3 If a breach, or suspected breach, of this Code has occurred the following process shall be used:
 - (a) The suspected breach will be investigated within 7 days of its occurrence, or notification that a breach may have occurred, by;
 - i. The Team Manager and Head Coach in the case of the State Team or;
 - ii. The Board / Management Committee of a Club or Association in the case within the Club's or Association's jurisdiction or;
 - iii. The RV Board in cases within Rowing Victoria's jurisdiction, excepting State Teams.
 - (b) 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 body.
 - (c) 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 Rowing Australia.
 - (d) If aggrieved the person concerned can appeal against the decision. In the case of State Team matters, the Competition Commission of Rowing Victoria will decide the appeal. In club and association matters, an appeals committee formed by the Association or Rowing Victoria may hear an appeal. Members of this committee must not have been involved in the original dispute. If the decision which is appealed against relates to a decision made by Rowing Victoria, an appeals committee will hear the matter.
 - (e) The body or persons hearing the appeal will consider the statement referred to in (c) above, may require other evidence to be provided and will offer to the person concerned the opportunity to present his or her case. This decision will be final.