PO Box U39, University of Wollongong
Wollongong, NSW 2500
E: info@ias.org.au
T: 02 4225 3899
www.ias.org.au

Member Protection Policy & Codes of Conduct

Effective 14 April 2026

Review Date: 14 April 2028

Contents

1. OBJECTIVES 2
2. DEFINITIONS IN THIS POLICY 2
3. JURISDICTION 5
4. PROHIBITED CONDUCT 8
5. EDUCATION AND INDIVIDUAL RESPONSIBILITY 8
APPENDIX A: EXAMPLES OF PROHIBITED CONDUCT 10
APPENDIX B: GUIDING PRINCIPLES FOR ALL CODES OF CONDUCT 13
APPENDIX C: COACHES, MANAGERS AND SUPPORT STAFF CODE OF CONDUCT 15
APPENDIX D: ATHLETE CODE OF CONDUCT 17
APPENDIX E: DIRECTORS CODE OF CONDUCT 18

1. OBJECTIVES

A. The IAS aims to provide emerging athletes with the opportunity for success and development through excellence in athlete programs and associated support services. To do so, it is committed to the core values of leadership, empowerment, excellence, integrity, respect, and community:

   1. We instil growth and leadership qualities in athletes, coaches and administrators of the IAS.

   2. We strive to empower athletes to achieve excellence in their sport and to become future leaders.

   3. We conduct IAS operations with integrity and treat all athletes and stakeholders with respect.

   4. We are proud custodians of the IAS and committed to serving the community.

B. This Policy seeks to ensure that everyone in all roles and of all ages involved with IAS is aware of their rights and responsibilities and sets out the standards of behaviour expected of those involved in IAS and its activities, and the behaviours that constitute Prohibited Conduct. It is the responsibility of all Relevant Persons to observe and acknowledge their commitment to this Policy and the applicable Codes of Conduct (as set out in the appendices).

C. Failure to observe any part of this Policy or the applicable Code of Conduct may result in disciplinary action.

D. This Policy is approved by the IAS Board and implemented by management in accordance with the IAS Constitution and governance framework.

2. DEFINITIONS IN THIS POLICY

Activity means a sporting contest, match, competition, event, or activity (including camps and training sessions and use of specialist support services and competition support), whether on a one-off basis or as part of a series, league, or competition, which is organised by IAS or attended by a Participant on behalf of IAS.

Abuse means any type of behaviour (including physical, emotional/psychological, sexual, and inappropriate use of power and/or process) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in-person or online.

Athlete means a person who has a current athlete agreement with IAS.

Bullying means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online.

Code(s) or **Code of Conduct** means the following Codes set out in Appendices B, C, D and E to this policy:

(a) Guiding Principles for All Codes of Conduct;

(b) Coaches, Managers and Support Staff Code of Conduct;

(c) Athlete Code of Conduct; and

(d) Directors Code of Conduct.

Complaints, Disputes and Discipline Policy means the policy adopted by IAS for the handling and resolution of allegations regarding Prohibited Conduct.

Contractor means any person or organisation engaged to provide services for, or on behalf of, IAS. This includes agents, advisers and subcontractors of IAS and Employees, officers, Volunteers, and agents of the Contractor or subcontractor.

Director means a person appointed or elected to the IAS Board in accordance with the IAS Constitution.

Discrimination includes both direct and indirect discrimination (either in-person or online) which have the following meaning:

(a) 'Direct discrimination' occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.

(b) 'Indirect discrimination' occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

Employee means a person employed by IAS.

Harassment means behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment, whether in-person or online.

Member means a member of IAS as defined in the IAS Constitution.

Participant means:

(a) Athletes;

(b) coaches and assistant coaches appointed to train an Athlete or team in an Activity;

(c) administrators involved in the operation of IAS;

(d) officials including referees, umpires, technical officials, or other officials appointed by IAS;

(e) support personnel who are appointed in a professional or voluntary capacity by IAS, including managers, physiotherapists, psychologists, masseurs, sport trainers, agents, selectors, and team staff members;

(f) members, including any life members;

(g) parents;

(h) spectators; and

(i) any other person who participates in or is involved in running an Activity.

Policy means this Member Protection Policy including any appendices.

Prohibited Conduct means the conduct proscribed at clause 4 of this Policy.

Protected Characteristic means:

(a) age;

(b) disability;

(c) race or ethnicity;

(d) sex;

(e) sexual orientation or gender identity;

(f) religion; or

(g) any other characteristic prescribed by law.

Relevant Organisation means any of the following organisations:

(a) IAS;

(b) any organisation that participates in, or is involved in, the administration of an Activity, in connection with that Activity; or

(c) any other organisation that has agreed to be bound by this Policy, to the extent that they have agreed to be bound.

Relevant Policies means the following IAS policies:

(e) Procedure for Making Policies;

(f) Member Protection Policy and Codes of Conduct;

(g) Safeguarding Children and Young People Policy; and

(h) Complaints, Disputes and Discipline Policy.

Relevant Person means any of the following persons:

(a) Participant;

(b) Employee;

(c) Contractor;

(d) Volunteer; or

(e) any other individual who has agreed to be bound by this Policy.

Sexual Misconduct means:

(a) sexual harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and

(b) behaviour that may constitute a sexual offence that is unlawful.

Team means a collection or squad of Athletes (persons who have a current athlete agreement with IAS).

Victimisation means subjecting a person, or threatening to subject a person, either in-person or online, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint, report or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

Vilification means a public act, conduct or behaviour, either in-person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a Protected Characteristic they hold, as covered by applicable legislation.

Volunteer means any person engaged by IAS in any capacity who is not otherwise an Employee or Contractor, including office holders, coaches, officials, administrators and team and support personnel.

3. JURISDICTION

3.1. **Who the Policy applies to**

This Policy applies to:

3.1.1. Relevant Persons; and

3.1.2. Relevant Organisations.

3.2. **When the Policy applies**

All Relevant Persons and Relevant Organisations to which this Policy applies must comply with this Policy whilst they are a Relevant Person or Relevant Organisation, including:

3.2.1. in relation to any dealings they have with Relevant Organisations or their Employees, Contractors, and representatives;

3.2.2. when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisation;

3.2.3. conduct that occurs in the IAS facilities or environments, at social events organised or sanctioned by the IAS (or the sport), and on away and overnight trips;

3.2.4. conduct in a private capacity where that conduct brings the IAS or sport into disrepute;

3.2.5. conduct where there is suspicion of harm towards a child or young person; and

3.2.6. in relation to participation or other involvement in Activities in general.

3.3. **When the Policy does not apply**

The following is **not** within the scope of this Policy:

3.3.1. where the conduct occurs outside of the context where the person or organisation is bound by this Policy (e.g., where a person is bound by this Policy for the purposes of participating in an Activity, they are not bound by this Policy if the circumstances of the alleged conduct are not sufficiently connected to the Activity);

3.3.2. where an interaction (including social media interactions) occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and IAS is the fact that one or more individuals are Relevant Persons or Relevant Organisations;[1] and

3.3.3. where Prohibited Conduct occurs in contravention of this Policy, any subsequent conduct, or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to IAS (even where such conduct or interaction(s) would otherwise be Prohibited Conduct).[2]

[1] Such as two Volunteers getting into a verbal or physical argument at a shopping centre, or two Volunteers sending abusive social media messages to each other that have no direct link to IAS.

[2] Such as where a Participant allegedly breaches this Policy by physically assaulting another Participant at a match, but then the personal grievance(s) between those two individuals spills into issues not directly related to sport, such as social media abuse.

4. PROHIBITED CONDUCT

4.1. A Relevant Person or Relevant Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, either in-person, online or via any other means of communication, engage in any of the following conduct against one or more Relevant Persons or Relevant Organisations, in the circumstances outlined in clause 3.2:

4.1.1. Abuse;

4.1.2. Bullying;

4.1.3. Harassment;

4.1.4. Sexual Misconduct;

4.1.5. Discrimination;

4.1.6. Victimisation; or

4.1.7. Vilification.

4.2. A Relevant Person or Relevant Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, either in-person, online or via any other means of communication, breach any of the Codes of Conduct in **Appendices B, C, D and/or E**.

4.3. Examples of what may constitute Prohibited Conduct under this Policy are set out in **Appendix A**. The examples in Appendix A are not exhaustive.

4.4. Complaints of alleged Prohibited Conduct under this Policy will be managed in accordance with the IAS Complaints, Disputes and Discipline Policy.

4.5. Any behaviour that may constitute a criminal offence should be reported to the relevant NSW law enforcement agency.

5. EDUCATION AND INDIVIDUAL RESPONSIBILITY

5.1. To prevent breaches of this Policy, build positive behaviours in sport and protect participants from threats, IAS management is responsible for developing and implementing an education plan addressing the content and subject matter of this Policy.

5.2. IAS management may, from time to time, direct certain Participants to undertake education, which will be relevant and proportionate to their level of participation in IAS and the associated integrity risks.

5.3. IAS management, Relevant Persons and Relevant Organisations must make themselves aware of the contents of this Policy and comply with the Policy at all times.

APPENDIX A: EXAMPLES OF PROHIBITED CONDUCT

1. **Abuse** is behaviour of a nature and level of seriousness which includes, but is not limited to:

   (a) physical abuse and assault including hitting, slapping, punching, kicking, destroying property, deprivation of food, water or rest, forced feeding, unreasonable physical restraint, spitting at another person, biting or otherwise putting a person at unreasonable risk of physical harm, except where any physical contact is consistent with the rules of the sport and accepted and reasonable behaviour within the Activity when undertaking that Activity;

   (b) sexual abuse including rape and assault, using sexually degrading insults (either in-person or online), forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes (either in-person or online), using sex to coerce compliance; or

   (c) emotional/psychological abuse (either in-person or online) such as repeated and intentional embarrassment in public, unreasonably preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation, repeated or severe insults, name calling, criticism, swearing and humiliation, repeated attacks on someone's intelligence, homophobic, biphobic and transphobic comments, body shaming, or aggressive yelling.

2. **Bullying** is behaviour of a nature and level of seriousness which includes, but is not limited to, repeatedly:

   (a) keeping someone out of a group (either in-person or online);

   (b) making rude gestures, using inappropriate or derogatory names, being rude, constantly negative and teasing (either in-person or online);

   (c) spreading rumours or lies, or misrepresenting someone either in-person or online (e.g., using their social media account to post messages as if it were them);

   (d) harassing someone (either in-person or online) based on a Protected Characteristic such as age, race or ethnicity, sex, sexual orientation, gender identity, religion, or a disability;

   (e) intentionally and repeatedly hurting someone physically; or

   (f) taking advantage of any power over someone else (either in-person or online),

   but does not include legitimate and reasonable:

   (g) management action;

   (h) management processes;

(i) disciplinary action; or

(j) allocation of activities in compliance with agreed systems.

3. **Harassment** is behaviour of a nature and level of seriousness which includes, but is not limited to:

(a) telling insulting jokes and/or making derogatory comments about racial groups or people of diverse genders and sexualities (either in-person or online);

(b) sending explicit or sexually suggestive emails, text messages or other electronic communications;

(c) displaying racially offensive or pornographic images or screen savers;

(d) making derogatory comments or taunts about someone's race, religion, disability, sexual orientation, gender identity or gender expression (either in-person or online);

(e) asking intrusive questions about someone's personal life, including their sex life (either in-person or online);

(f) intentionally stalking someone (either in-person or online); or

(g) intentionally disclosing (either in-person or online) the transgender identity or sexual orientation of someone without consent.

4. **Sexual Misconduct** is behaviour including, but not limited to:

(a) unwelcome touching;

(b) suggestive comments or jokes (either in-person or online);

(c) showing or sharing sexually explicit images or pictures (either in-person or online);

(d) unwanted invitations to go out on dates (either in-person or online);

(e) requests for sexual intercourse (either in-person or online);

(f) intrusive questions about a person's private life or body (either in-person or online);

(g) unnecessary familiarity, such as deliberately brushing up against a person;

(h) insults or taunts based on sex or gender identity (either in-person or online);

(i) sexually explicit physical contact;

(j) sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;

(k) displaying pornographic images or screen savers;

(l) asking intrusive questions about someone's personal life, including about their sex life (either in-person or online); or

(m) criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5. **Discrimination** is differential treatment (either in-person or online) based on a personal characteristic or Protected Characteristic including, but not limited to:

(a) age;

(b) disability;

(c) race or ethnicity (including skin colour, nationality or migrant status);

(d) sex (including pregnancy, marital or relationship status, family responsibilities, breastfeeding, intersex status or gender identity);

(e) sexual orientation; or

(f) religion.

6. **Victimisation** is behaviour including, but not limited to:

(a) dismissal of a person or disadvantage to their involvement in sport because they have or intend to make a complaint;

(b) exclusion of a person from a sport activity because they were a witness to Prohibited Conduct; or

(c) failure to select an individual on merit because they have supported another person in lodging a complaint.

7. **Vilification** is behaviour including, but not limited to:

(a) speaking, writing or otherwise communicating (either in-person or online) about a person's sex or gender identity in a way that could make other people dislike, hate, or ridicule them;

(b) publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;

(c) repeated and/or serious verbal or physical abuse (either in-person or online) about a Protected Characteristic of another person;

(d) encouraging violence against people (either in-person or online) who belong to a particular sex or gender identity, or damaging their property; or

(e) encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites, social media applications or email.

APPENDIX B: GUIDING PRINCIPLES FOR ALL CODES OF CONDUCT

The following principles should be adhered to by all Relevant Persons and Relevant Organisations, who must:

1. Respect the rights, dignity and worth of others;
2. Act with honesty, integrity and objectivity;
3. Maintain appropriate, professional relationships with other Relevant Persons at all times, particularly when working with Children;
4. Be ethical, considerate, fair and honest when dealing with others;
5. Be accountable, professional and accept responsibility for their own behaviour;
6. Understand and maintain compliance with IAS' standards, regulations, and policies;
7. Act with care and diligence to safeguard the health, safety and welfare of themselves, Relevant Persons and Relevant Organisation representatives and ensure their decisions and actions provide a safe environment for the conduct of Activities;
8. Not misuse or disclose confidential information obtained as a result of their position as a Relevant Person or through an Activity, and respect the privacy of Relevant Persons and Relevant Organisations. This includes disclosing information related to a complaint, complaint process and/or disciplinary process;
9. Demonstrate a high degree of care and responsibility when dealing with Children and abide by IAS' Safeguarding Children and Young People Policy;
10. Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official;
11. Refrain from any behaviour that may bring IAS into disrepute;
12. Maintain the required standard of accreditation and professional competencies or qualifications, as applicable to your role in connection with IAS or an Activity;
13. Ensure any representations made to any Relevant Person or Relevant Organisation regarding accreditation and professional competencies or qualifications are true and correct;
14. Raise concerns regarding decisions or conduct of Relevant Persons through the IAS Complaints, Disputes and Discipline Policy in a timely manner;
15. Exercise careful professional judgement regarding physical contact with any Participant and ensure it is appropriate to the situation;
16. Refrain from encouraging or participating in an intimate relationship with a Participant over whom you have authority;

17. Consider and respect the needs and background of:

    (a) Aboriginal and Torres Strait Islander persons;

    (b) persons with disability;

    (c) those who are more vulnerable in society;

    (d) transgender, intersex and gender diverse participants; and

    (e) persons who are culturally and linguistically diverse.

18. Not engage in conduct that is defined as Prohibited Conduct under any of the Relevant Policies.

APPENDIX C: COACHES, MANAGERS AND SUPPORT STAFF CODE OF CONDUCT

1. This Code of Conduct outlines standards of conduct expected of all accredited coaches, coaches, managers and support personnel (together, **Support Staff**).

2. It is the responsibility of all Support Staff to read, understand and abide by the Relevant Policies, the Guiding Principles in Appendix B and this Code of Conduct.

3. Support Staff must:

   (a) At all times act as a role model for others, displaying high standards of good sporting behaviour;

   (b) Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse;

   (c) Ensure every person has equal opportunity to participate regardless of age, ability or experience;

   (d) Not misrepresent their coaching qualifications;

   (e) Ensure their coaching qualifications are up to date and accredited by the appropriate sporting body;

   (f) Have a valid Working With Children Check (WWCC) or valid exemption and must not misrepresent the status of their WWCC or exemption;

   (g) Avoid criticising other Relevant Persons and Relevant Organisations such as, but not limited to, participants, coaches, administrators, officials, and club committees;

   (h) Use appropriate training methods that will benefit those they coach, taking care to avoid methods that could be harmful. Coaches should consider age, experience, ability, physical and psychological factors, specifically when making decisions involving Children, and adhere to IAS' Safeguarding Children and Young People Policy;

   (i) Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person;

   (j) Recognise an Athlete's rights to consult with other coaches and advisors, including sports medicine / sports science professionals;

   (k) Always consider the safety and wellbeing of participants before performance and results and follow the advice of a physician / medical officer in determining when an injured participant may return to training and competition;

   (l) Not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of Athletes;

(m) Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity;

4. Any Support Staff involved in alleged conduct inconsistent with this Code or the Relevant Policies may be subject to disciplinary action.

APPENDIX D: ATHLETE CODE OF CONDUCT

The following principles should be adhered to by all Athletes, who must:

1. Adhere to the principles of fair play and always play by the rules, respecting the traditions of the game and the spirit of competition;
2. Respect the rights and dignity of every person including teammates, opponents, coaches and officials and never engage in behaviour that abuses, provokes or harasses others;
3. Comply with the training and service requirements as set by their coach;
4. Respect the decision of coaches and officials and never argue with them;
5. Always play to the best of your abilities and participate for enjoyment;
6. Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others;
7. Care for the equipment and facilities made available during training and competition;
8. Always consider the safety and wellbeing of other participants before performance and results;
9. Act in a professional manner and accept responsibility for your actions;
10. Conduct themselves in a way that brings credit to themself, their family and the IAS.
11. Ensure punctual attendance at IAS events and inform managers of any injuries or illnesses as soon as possible (including before the start of IAS training sessions);
12. Wear IAS uniform with pride to all IAS events;
13. Not engage in conduct that breaches IAS policies.

APPENDIX E: DIRECTORS CODE OF CONDUCT

1. The purpose of this Code of Conduct is to outline the type of behaviour that IAS requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their duties and responsibilities.

2. It is the responsibility of all Directors to read, understand and abide by the Relevant Policies, the Guiding Principles in Appendix B and this Code of Conduct.

3. The Directors of IAS must:

   (a) at all times act as a role model for others, displaying high standards of ethical behaviour;

   (b) act honestly and in good faith in the interests of the IAS as a whole;

   (c) exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in the IAS's circumstances;

   (d) exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes;

   (e) avoid any actual or potential conflict between the obligations owed to the organisation and a Director's personal interest or other duties;

   (f) not disclose any information that is obtained through their position that is confidential;

   (g) avoid any advantages or business opportunities that may potentially be acquired in the course of their office;

   (h) be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Directors;

   (i) treat everyone at IAS with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare;

   (j) show respect for the opinions of other Directors and allow each Director a fair and reasonable opportunity to contribute to discussion and decision making;

   (k) not engage in conduct that breaches IAS policies, that would likely bring IAS into disrepute or would constitute conduct unbecoming of a Director of IAS;

   (l) not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of IAS;

   (m) promote and encourage diversity, equality and inclusiveness in decision making and throughout IAS;

(n) protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly;

4. Child Safety

(a) IAS is a child safe organisation and has zero tolerance for child abuse, and adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in the IAS Safeguarding Children and Young People policy and be clear about processes for reporting and acting on concerns or reports of child abuse.

(b) Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in IAS Safeguarding Children and Young People policy.

5. Breach of the Code of Conduct

(a) A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

(b) In some situations, a breach of this code may result in detriment to IAS and a Director may be liable for their actions under civil and criminal laws.

(c) If a Director suspects that a breach of this Code of Conduct has occurred or will occur, he or she must report that breach to the President, or where the President is the subject of the concern, to the Vice President. All reports will be acted upon and kept confidential.

Director Declaration:

- I have read and understand the Directors Code of Conduct.
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of IAS.
- I agree that I have an ongoing obligation to comply with the Directors Code of Conduct.

_____ _____

Signature ***Date***