



## NEW SOUTH WALES INSTITUTE OF SPORT CODE OF CONDUCT FOR COACHES

### **Introduction:**

The Code of Conduct sets out guidelines for the performance of coaches' duties as employees of the NSW Institute of Sport. NSWIS coaches who are employed by their National or State Sporting Organisation or any other organisation to provide coaching services to NSWIS programs are expected to comply with these guidelines in carrying out their duties.

The Code is a general guide to what is considered acceptable behaviour and does not attempt to definitely set out the circumstances in which any departure from the Code will be considered to be misconduct. It also does not attempt to deal comprehensively with every situation which may arise in the course of a coach's employment 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 NSWIS and its coaches to define the expectations which the NSWIS has of its coaches as employees or service providers.

These guidelines should be read in conjunction with the individual coaches job description and the Australian Sports Commission Doping policy.

Any conduct which is inconsistent with these guidelines may be the subject of disciplinary action taken against the coach. Any decision to take disciplinary action will take into account all relevant circumstances existing at the time that the conduct which is complained of occurred including whether or not that conduct is consistent with these guidelines.

### **GENERAL PRINCIPLES:**

#### **Responsibility:**

NSWIS coaches are personally responsible for the decisions they make in the course of their employment. They are expected to be aware of the reasonably foreseeable consequence of their actions and to make every effort to ensure that they work in an appropriate manner which has utmost regard for the highest standards of their profession.

**Competence**

Coaches bring appropriate skills and competencies of a standard determined by the employee, to their areas of coaching practice and are expected to maintain and continue to develop those skills and competencies through an ongoing program of professional development and continuous improvement

**Propriety**

Coaches will refrain from any act which could reasonably be regarded as tending to bring the NSWIS, the sport in which the coach is working or the coaching profession into disrepute

**Integrity**

Coaches are expected to be honest, sincere and honourable in their relationships with others with whom they interact in the course of their professional duties.

**Excellence**

NSWIS coaches are expected to strive for excellence in all aspects of their coaching role.



**NEW SOUTH WALES  
INSTITUTE OF SPORT**

**CODE OF CONDUCT FOR COACHES**

**Coaches are expected to:**

1. Respect the rights , dignity and worth of every person with whom they have contact.
2. **Without limiting the generality of the above, coaches are expected to:**
  - treat every person equally regardless of sex, race , religion, age, ethnic background or any other individual characteristic
  - refrain from discriminating against any person
  - refrain from any conduct which could be regarded as sexual harassment;
    - sexual harassment is unlawful and is defined to mean any behaviour or comments of a sexual nature where any person who is affected by the coaches conduct 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 him or her in any way.
    - Using a position of power , such as that of being a coach, in order to encourage sexual favours constitutes sexual harassment.
  - not engage in physical contact with athletes except where absolutely necessary for the development of the athletes skill or athletic ability.
  - be fair , considerate and honest with athletes
  - avoid physical, verbal and emotional abuse of athletes
  - take all reasonable steps to eliminate any forms of abuse directed at athletes from other sources

### **3. Treat each athlete as an individual. Coaches are expected to**

- respect the talent , potential and developmental stage and goals of each athletes under their care
- set appropriate training programs based upon the individual characteristics of the athlete
- make coaching decisions which take appropriate account of the individual athletes welfare
- ensure that all athletes receive an appropriate level of attention and opportunities so that their time spent in any program is a positive experience

### **4. Show concern for the health, safety and welfare of athletes.** Occupational Health and Safety Legislation provides that coaches must take all reasonably practicable steps to ensure that any athletes under their care or control are provided with a training environment which is safe and without risk to their health. Coaches are expected to:

- ensure that equipment and facilities meet best safety practice standards at all times so as to ensure a safe environment for training and competition.
- take account of the individual characteristics of each athlete especially where any athlete is sick or injured
- where any athlete is sick or injured consider whether a modified training program is appropriate, and whether further participation in training and competition should be allowed
- seek appropriate medical advice wherever necessary and provide interest and support to assist in the rehabilitation of the injured or sick athlete

### **5. Carry out all coaching duties in a professional manner**

Coaches are required to conduct themselves in a matter fitting their status as representatives of the NSWIS and their sport , and in certain circumstances their country. Coaches are expected to

- conduct themselves in a professional manner in relation to their language, manner, punctuality, preparation and presentation.
- display control, respect , dignity, and professionalism towards all those with whom they come into contact during the course of their duties including opponents, other coaches, officials, administrators, parents, the media and spectators
- maintain and improve their current NCAS and other coaching qualifications and seek continual improvement through performance appraisal and ongoing education and professional development
- keep appropriate records of all aspects of the training program and each athletes progress
- maintain high personal behaviour standards at all times as representatives of the NSWIS, their sport and country in appropriate circumstances

Coaches should not conduct themselves in any manner which could damage the reputation of themselves or any of the persons or bodies they represent. In particular, alcohol should not be consumed in any circumstances which would adversely impact upon their ability to perform their duties or the reputation of any of the persons or organisations which they represent.