

CODE OF CONDUCT

Purpose

The purpose of this Code of Conduct (Code) is to declare the type of behaviour which is encouraged by the Cairns Rowing Club (CRC). This is the behaviour CRC is seeking to promote and encourage their members and supporters to adopt. In addition to this Code, listed below are some examples of behaviour which shall be deemed by the Executive Committee to be “conduct not in the interests of CRC and the promotion of its objects”.

By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Executive Committee wish to offer clear direction in this area.

Key Principles

CRC 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 wellbeing and possessions, to ensure no damage or deprivation is caused to either.

CRC 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, intimidating or offensive environment.

CRC 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 CRC rules, procedures and guidelines.

People to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by CRC. 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.

Key Elements

All persons who are bound by this code shall:

- a) Not act in a manner unbecoming, or contrary to the interests of CRC.
- 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 CRC policies, rules and procedures.
- e) Not misuse funds or property belonging to CRC or another party.
- f) Respect the law and customs of the places they visit including foreign countries, when representing CRC.
- 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 QLD.

Governance

This code shall be known as the CRC Code of Conduct. The CRC Code of Conduct shall govern the conduct of all persons associated with rowing within Queensland. In particular it shall apply to and for:

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

Unsuitable Behaviour

This list describes examples of behaviour that shall be deemed to be unsuitable behaviour and not in the best interests of sport:

- a) 'Sledging' other athletes, officials or event organisers.
- b) Interfering in the role and/or responsibility of elected CRC members or causing or undertaking activities that impact on the ability of an elected CRC member to perform their role or responsibility fully.
- c) Excessive use of alcohol, acting in a way that becomes a public nuisance, creating a public disturbance.
- d) Causing damage to another person's property during the conduct of a regatta, or when representing Queensland, or depriving them of that property during the defined time frames of a tour within Australia or Internationally.
- e) Sexual relations between a coach, manager, support staff and a junior athlete, irrespective of the wishes and desires of the athlete, are absolutely forbidden.
- 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, which includes sexual, racial, sexuality, disability, abuse, vilification and discrimination.

Executive Committee, Cairns Rowing Club