



Athletics Essendon

Coaches and Club Officials Code of Conduct

This new policy sets a standard from June 30,2020.

To support the coaches and officials we will also be developing :

- SUB-COMMITTEE for engagement, conduct and conflict resolution (should be created of 3 People)
- MEMBERSHIP SUB-COMMITTEE (3 people)



ATHLETICS ESSENDON

Coaches and Club Officials Code of Conduct

1/7/2020

Athletics Essendon purpose is to promote and conduct the sport of athletics in our community and beyond.

Athletics Essendon aims to be a welcoming inclusive place. Encouraging athletes of all abilities and supporting them in whatever direction of athletics they dream to go.

We recognise that participants join our club for various goals including but not limited to:

- Engage and be part of a team competitive spirit,
- Individual athletic and personal growth
- Elite athlete advancement to national or international level,
- Training for Personal health, fitness and wellbeing goals,

We ask our coaches and officials to:

- * Uphold the Athletics Australia Coaches and Officials Code Of Conduct
 - * Act in the best interest of the athlete
 - * Ensure every club member is valued for their contribution at the level that they are able to contribute ie. Keep in mind their personal purpose for joining the club.
 - * Promote the team, and interclub opportunity in a positive forum to grow the club and provide a competitive team spirit. However take the individual athletes personal goals into consideration at all times.
 - * Impart life skills, social interaction and a supportive club environment to promote being 'elite at life.'
 - * Encourage club social participation and support as part of developing community and social skills.
 - * All athletes training at the track during club times must be members.
- New athletes trialling are given a transition period whereby we allow them without pressure to consider joining. The ultimate goal is to have them join the

club within 4 weeks of joining a squad or coach. A membership sub-committee will assist to guide trialling participants through the process.

* Coaches may request financial assistance at times to support various athlete endeavours. Each request will be considered separately on it's own merit and committee will take into account the past 12 months participation/support of club engagement. This can be assessed through but not limited to:

- presentation night
- setting up/packing up and volunteer assistance
- supporting and encouraging fundraising
- promoting the club and it's members
- actively encourage participation in club competition / developing a team competitive spirit

Breaches of code of conduct

If a Coach or Official is observed to be breaching the code of conduct or struggling with some aspects, the sub-committee will follow the processes to assist:

- * Are you OK? Can we help? How can this be improved?
- * 1 month later – assess and if the conduct is not yet modified, a meeting held to discuss a way forward.- with a 3 month assistance plan.
- * After 3 months - re-assess and if the conduct is not yet modified, Written Warning is given
- * After a further 1 month - re-assess, if the conduct is not yet modified, club support (financial and website) removed
- * After 1 month - re-assess, if the conduct is not yet modified, removal from training during club times

No Tolerance Policy for Bullying and Harassment

A complaint of bullying or harassment will be dealt with in the following way:

- Direct the effected party to submit a complaint in writing
- The complaint will be investigated using policy guidelines agenda