



DBWA Code of Conduct Policy

1. Purpose

The purpose of this policy is to define the expected conduct and behaviour of members of Dragon Boating WA Inc (DBWA).

Any breach of the Code will subject to disciplinary action as per the provisions of the DBWA Constitution (i.e. Part 7, Suspensions and Expulsions).

2. Code of Conduct

All members of DBWA shall act in accordance with the conduct outlined hereunder:

- a) be subject to the control, management and direction of the team manager or captain or any other person appointed by either of them;
- b) observe and comply with all directions and orders given by the team manager or captain or any other officiating person;
- c) conduct themselves in a proper manner so as not to bring themselves, their club, DBWA or the Australian Dragon Boat Federation (AusDBF) generally into public disrespect or censure;
- d) not to make, comment, issue, authorise, offer or endorse any public criticism or statement having or designed to have an effect prejudicial to the best interests of DBWA or AusDBF, dragon boat racing generally or the team;
- e) respect the law and customs at all times and in all places including in foreign countries;
- f) treat all persons with respect, dignity and proper regard for their rights and obligations;
- g) perform all duties and responsibilities in a mature, fair and professional manner;
- h) demonstrate and ensure a positive commitment to DBWA and AusDBF and their Members' programs and policies;
- i) not disclose to any unauthorised person or organisation, information which is of a confidential or privileged nature;
- j) not misuse funds or property of any club, DBWA or AusDBF;
- k) not use information obtained in the course of employment or appointment or selection or otherwise on official duties in a nominated role to gain directly or indirectly a financial advantage for themselves or for any other person;
- l) not promote, pass on, exchange or publish information whereby that information may be of a confidential, offensive, scandalous, unsubstantiated or derisive type;
- m) not to harass, ridicule or embarrass a fellow appointee or representative of their club, DBWA or AusDBF in such a way as would constitute an offence under Commonwealth or State legislation governing human rights and sex discrimination in force and effect from time to time;
- n) not participate in, nor promote any, demonstration or propaganda of any kind or form including but not limited to political, religious or racial whilst in club, State or AusDBF uniform;
- o) not defame or injure any person;

- p) not use, attempt to use, have in his or her possession, attempt to have in his or her possession, traffic or attempt to traffic any illegal drug or substance;
- q) not to use or consume alcohol to excess nor to encourage other persons to use or consume alcohol to excess;
- r) to ensure that all directions given by their club, State or AusDBF and/or its authorised representatives regarding the wearing of appropriate attire whilst representing their club, State or AusDBF are adhered to;
- s) not to take liberties with the privacy of other persons;
- t) to ensure that all persons avoid unaccompanied and unobserved activities with under age team members;
- u) to act at all times in a manner beyond reproach and in such a way as to ensure good relations within and between teams;
- v) to preclude people not associated with the team from fraternising with the team members during competitions without the authority of the manager.

3. Coaches Code of Conduct

In addition to the requirement in clause 2, all persons who participate in a coaching capacity in dragon boat racing in Western Australia shall also act in accordance with the conduct outlined hereunder:

- a) recognise that participants in dragon boat racing do so for the pleasure of the sport;
- b) will only place reasonable demands on participants, and will display respect and professionalism at all times;
- c) will ensure all their required qualifications are current;
- d) will endeavour to utilise current technology and techniques;
- e) will limit physical contact with a participant such that it is only to the extent necessary for skill development;
- f) will endeavour to maintain a positive and supportive attitude, setting a examples for others.

4. Poaching

Any person associated with one DBWA club who attempts to 'poach' a member of another DBWA club will be considered to be in breach of this policy.

The definition of "Poaching" for the purpose of this rule is defined as a direct or indirect approach by a coach, official, member or anyone associated with a DBWA Club Member, to an individual(s) who is a member registered with any other DBWA Club Member with the intention, or perceived intention, to entice that member (especially a competitive member) to move from their Club Member to a different Club Member. The use of an agent for these same purposes is also considered poaching.