



Campbelltown Athletics Club

Code of Conduct

Alongside the LANSW and Athletics Australia Code of Conduct and Behavioural Guidelines, the Campbelltown Athletics Club has implemented the following additional guidelines to foster a respectful, inclusive, and positive environment for all members, participants, and officials. The LANSW and AA documents can be located here:

- [Code-of-Conduct-Behavioural-Guidelines-2019.pdf](#)
- <https://cdn.revolutionise.com.au/cups/nswathletics/files/c6lskksibjp1tcfu.pdf>

1. Purpose and Scope

This Code of Conduct applies to all members of the CAC, including committee members, life members, coaches, athletes, parents, guardians, and age managers. It establishes the standards of behaviour expected to ensure a positive, respectful, and inclusive club environment. All members must commit to upholding these values and acting in a manner that reflects positively on the club.

2. General Conduct

All members must:

- Uphold the values of integrity, respect, fairness, and responsibility in all interactions.
- Act in the best interests of the club, prioritising the collective success over personal gain.
- Promote a safe, inclusive, and positive atmosphere for all participants.
- Communicate in a respectful, professional, and constructive manner.
- Abide by all club policies, rules, and national athletics regulations.
- Report any misconduct, bullying, or unethical behaviour to the appropriate club officials.
- Maintain the highest standards of ethical behaviour in competition, training, and all club-related activities.

3. Safeguarding & Child Protection

The club is committed to providing a safe and supportive environment for all children and young athletes. All members, including committee members, coaches, parents, and volunteers, must:

- Prioritise the safety and well-being of children in all activities.
- Ensure that all interactions with children are appropriate and professional, following child protection laws and policies.
- Require all coaches, age managers, and volunteers who work with children to have a valid Working with Children Check (WWCC) or equivalent certification.
- Report any concerns regarding child safety, abuse, neglect, or inappropriate behaviour to the designated Child Protection Officer or appropriate authorities.
- Encourage open communication so that children feel comfortable speaking up about any concerns or issues they face.
- Educate members on recognising signs of abuse and the importance of intervention.
- Ensure that all training and competition environments are free from bullying, harassment, or any form of abuse.



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4. Committee Members

Committee members are responsible for the governance and strategic direction of the club. They must:

- Demonstrate integrity, transparency, and accountability in all decisions.
- Maintain confidentiality on sensitive club matters, including financial and personal information.
- Act in the club's best interest, avoiding conflicts of interest and personal biases.
- Support inclusivity, diversity, and equality in all club activities and decisions.
- Manage financial resources responsibly and ethically, ensuring transparency in club spending.
- Attend committee meetings regularly, actively contribute, and fulfill assigned responsibilities.
- Lead by example in fostering a culture of respect, fairness, and collaboration.

5. Life Members

- Treat all members, volunteers, coaches, and officials with respect and dignity. Uphold the highest standards of honesty and integrity both within and outside the club.
- Lead by example, offering support, guidance, and mentorship to current members and fostering a positive club culture.
- Maintain confidentiality regarding sensitive club matters and discussions. Use discretion in all situations and avoid disclosing information that could harm the reputation or operations of the club.
- As a Life Member, you are a representative of the CAC. Ensure that your conduct reflects the values and principles of the club. Speak positively about the club and advocate for its best interests in all appropriate settings, whether locally or in the wider community.
- Contribute positively to the reputation and growth of the club. Encourage unity and cooperation among members, fostering a welcoming and inclusive environment.
- Continue to be an active supporter of the club's activities and events. Your ongoing involvement, whether through volunteering or attendance, helps sustain the club's success.
- Accept responsibility for your actions and behaviour. Address any concerns or conflicts in a respectful and constructive manner, in line with the club's policies.

6. Coaches

Coaches play a critical role in athlete development. They must:

- Prioritise the safety, welfare, and well-being of all athletes, both physically and mentally.
- Foster an environment of respect, encouragement, and fair play.
- Provide structured training programs focused on athlete development and progression.
- Communicate effectively with athletes, parents, and other club members.
- Stay updated on best practices, coaching techniques, and professional coaching standards.
- Refrain from any form of harassment, abuse, or inappropriate behaviour.



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- Encourage a culture of teamwork and mutual respect between athletes.
- Recognise and accommodate individual athlete needs and abilities.

7. Athletes

Athletes represent the club and must:

- Commit to training, competitions, and team activities with discipline and effort.
- Show respect for coaches, officials, teammates, and competitors at all times.
- Compete fairly, upholding the spirit of sportsmanship and ethical conduct.
- Prioritise health and safety, reporting injuries or concerns promptly.
- Use social media responsibly to reflect positively on the club, avoiding derogatory comments or behaviour.
- Accept victories with humility and losses with grace.
- Follow training plans and listen to coaching advice.
- Support and encourage fellow athletes, fostering a team-oriented culture.

8. Parents & Guardians

Parents and guardians play a crucial role in supporting the club and their child's development. They must:

- Encourage their child's participation with a positive attitude, focusing on effort rather than just results.
- Respect the decisions of coaches and officials, understanding their role in developing athletes.
- Demonstrate good sportsmanship and team spirit, refraining from negative behaviour.
- Address any concerns respectfully through the proper club channels.
- Support club events, policies, and fundraising efforts to contribute to the club's sustainability.
- Avoid coaching from the sidelines or pressuring their child to perform beyond their capabilities.
- Promote respect for all athletes, officials, and volunteers.

9. Age Managers

Age Managers help guide young athletes and must:

- Treat all athletes fairly, fostering a supportive and positive team environment.
- Communicate clearly and respectfully with athletes, parents, and coaches.
- Prioritise athlete safety, well-being, and skill development in all training and competition settings.
- Promote inclusivity, teamwork, and respect among athletes.
- Collaborate with coaches and committee members to enhance athlete experiences and development.
- Act as positive role models, setting a high standard of behaviour for young athletes.
- Ensure compliance with all club policies and safety regulations.



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10. Conflict Resolution

All members should:

- Address disagreements respectfully and professionally, seeking resolution through open communication.
- Refrain from engaging in gossip, personal attacks, or divisive behaviour.
- Seek mediation or guidance from the committee when conflicts arise.
- Follow appropriate club procedures for raising concerns, ensuring issues are handled fairly and transparently.
- Accept final decisions made by the committee or governing bodies after due process has been followed.

11. Social Media & Public Representation

- Members must use social media responsibly and in a way that reflects positively on the club.
- Avoid posting defamatory, offensive, or misleading content about the club, its members, or officials.
- Obtain consent before posting photos or videos of others in club-related activities.
- Refrain from engaging in online arguments or negative discussions regarding club matters.

12. Health & Well-Being

- All members should prioritise their mental and physical health.
- Athletes must follow appropriate training, rest, and nutrition guidelines to maintain peak performance.
- The club encourages an open dialogue about mental health concerns and supports a positive well-being environment.

13. Compliance & Disciplinary Action

Failure to adhere to the principles outlined in this Code of Conduct may result in disciplinary actions being initiated, as specified in Clause 10.1 of the Club Constitution. Additionally, the procedures outlined in club regulation "REGULATION 3 – DISCIPLINARY PROCEDURES" will be followed. These regulations ensure a fair and structured process to address any violations, with appropriate penalties and an appeals mechanism in place to safeguard the integrity of the club and its members.

14. Acknowledgement & Review

By participating in the CAC, all members acknowledge their responsibility to uphold this Code of Conduct. The club will review this document periodically to ensure it remains relevant, aligned with best practices, and continues to support the growth of a respectful and inclusive athletics community.

Together, we build a culture of integrity, respect, and success