

## Cronulla Triathlon Club: Code of Conduct

The Cronulla Triathlon Club: Code of Conduct applies to all Cronulla Triathlon Club (CTC) members. This Code of Conduct aims to set out the minimum standards for CTC members, coaches, officials, spectators and parents/carers of junior athletes. It shall apply when participating, training or taking part in CTC events and activities, and when participating in events sanctioned by Triathlon Australia.

CTC is committed to creating a safe, fair and inclusive sporting environment for our members, participants and stakeholders. Our committee, members, and volunteers undertake to apply our core values of **health, fun, community and respect** to everything we do. We seek to prevent all forms of harassment, discrimination and abuse, and to promote positive behaviour amongst our athletes, coaches, spectators and committee. Harmful, unlawful and socially inappropriate behaviour will not be tolerated by CTC.

We refer to the [National Integrity Framework](#) and the [Triathlon Australia membership policies](#) as the overarching policies for not only our national organisation but for CTC. It includes codes of behaviour with which everyone associated with our sport is expected to adhere, and is the core element of, and underpins the Cronulla Triathlon Club: Code of Conduct. We urge all members to read and understand this document and to report any behaviour which is not in accordance with our values.

### Members of Cronulla Triathlon Club will:

- Act within the values of health, fun, community and respect.
- Promote fair play over winning at any cost.
- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Treat each person as an individual.
- Respect the decisions of officials, coaches and committee members.
- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Not tolerate abusive, bullying or threatening behaviour.
- Display responsible behaviour in relation to alcohol and other drugs.
- Display appropriate and responsible behaviour in all interactions.
- Speak up if breaches of this document are witnessed.
- Be familiar with, and adhere to the [National Integrity Framework](#) including, but not limited to, when working with children and young people.

### Triathletes will:

- Participate within the spirits of the sport and for your own enjoyment and benefit.

- Understand and follow the rules of triathlon, and show respect for other athletes, coaches, officials and administrators.
- Give your best at all times.
- Be financial.

**Coaches will:**

- Place the safety and welfare of the athletes above all else.
- Encourage and support opportunities for people to learn appropriate behaviours and skills. Support opportunities for participation in all aspects of the sport.
- Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Ensure quality supervision and instruction for athletes.
- Ensure all athletes are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of athletes.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

**Officials will:**

- Place the safety and welfare of the athletes above all else.
- Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other athletes and officials.

**Committee members will:**

- Act honestly, in good faith and in the best interests of CTC and the sport as a whole.
- Ensure that any information acquired, or advantage gained from the position is not used improperly.
- Conduct club responsibilities with due care, competence and diligence.
- Support coaches and officials to improve their skills and competencies.
- Adhere to the [CTC Committee Code of Conduct](#).

**Spectators (at CTC events, or supporting CTC members) will:**

- Respect the effort and performances of athletes, administrators and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

**Parents will:**

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.



- Help out the coach or officials at training and events, where possible.
- Model appropriate behaviour, including respect for other participants and officials.

**Conflict of Interest:**

If a conflict of interest (a situation that has the potential to undermine the impartiality of a person because of the possibility of a clash between the person's self-interest and professional interest or public interest) should occur, the person with that conflict needs to declare this conflict to the appropriate members of the CTC committee.

**Breaches of the Cronulla Triathlon Club: Code of Conduct**

Complaints regarding breaches to this document will be managed in line with the Cronulla Triathlon Club Incorporated [Constitution](#); and/or in accordance with the [National Integrity Framework](#) and [Triathlon Australia membership policies](#) for complaints pertaining to breaches of the Triathlon Australia policies.

**Acknowledgement:** Adapted with permission from The Riverland Triathlon Club Code of Conduct Policy, May 2015

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Reviewed and approved by CTC Committee September 2022: minor changes to wording, inclusion of clause for members to speak up if breach is witnessed, and updates to Triathlon Australia policies