

CODES OF CONDUCT

Updated: 13th August 2024



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1. Introduction

Little Athletics Queensland aims to ensure a safe, enjoyable and inclusive experience for everyone whilst participating in the sport of Little Athletics. While a significant majority of people enjoy the sport for all the right reasons, everyone has a role to play, to keep everyone feeling welcomed and respected, and importantly to ensure the kids have fun!

By choosing to be involved in Little Athletics, as an athlete, a parent, a spectator, a coach, an official, a volunteer or anyone else associated with our sport, you agree to uphold the following behaviours. These expectations apply in all settings, including but not limited to:

- LAQ managed competitions including Championships or Carnivals
- Centre-run weekly meets and carnivals
- Training sessions
- Non-competition events (e.g. the LAQ Conference or Centre presentation functions)
- Representative teams
- Online, including social media, even in 'private' settings
- Any other program, clinic or meeting connected with Little Athletics

1. Definitions

LAQ means Queensland Little Athletics Association Incorporated (ABN: 41 142 389 563) t/a Little Athletics Queensland

Little Athletics means the sport of Little Athletics, as governed by LAQ and Little Athletics Australia (LAA) from time to time.

Member means a member of a Relevant Organisation, including;

- (a) **Affiliated Centre** or **Affiliated Club**, which means a company, incorporated association or other entity that is a member of LAQ;
- (b) **Individual Member**, which means individuals who are individuals registered with an Affiliated Centre or Club.

Relevant Organisation means any of the following organisations:

- (a) **LAQ** or;
- (b) Affiliated Centres or Affiliated Clubs.

Relevant Person means any of the following persons:

- (a) Individual Member;
- (b) Participant;
- (c) Employee;
- (d) Contractor;
- (e) Volunteer;
- (f) Coach;
- (g) Official;
- (h) Parent;
- (i) Spectator; or
- (j) any other individual who has agreed to be bound by the National Integrity Framework and/or the Relevant Policies.

Unsportsmanlike behaviour can occur in both the instigation of and response to any incident and includes, but is not limited to:

- (a) Verbal abuse and/or assault
- (b) Physical abuse and/or assault
- (c) Discrimination
- (d) Harassment
- (e) Making derogatory statements or gestures
- (f) Cheating
- (g) Non acceptance of the official's decision in an inappropriate manner
- (h) Equipment Abuse

2. Jurisdiction

2.1. Who the Policy applies to?

This Policy applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

2.2. When the Policy applies

- (a) All Relevant Persons and Relevant Organisations to which this Policy applies must always comply with this Policy (whilst they are a Relevant Person or Relevant Organisation), including:
 - i. in relation to any dealings, they have with Relevant Organisations or their Employees, Contractors, and representatives;
 - ii. when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisation; and
 - iii. in relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
 - iv. In relation to online or social media interactions where there is a clear connection with the sport of Little Athletics either directly or implied.
- (b) The following is not within the scope of this Policy:
 - i. where an interaction (including social media interactions) occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and Little Athletics is the fact that one or more individuals are Relevant Persons or Relevant Organisations¹; and
 - ii. where a breach occurs in contravention of this Policy, any subsequent conduct, or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to Little Athletics (even where such conduct or interaction(s) would be a breach²).

¹ Such as two Members of a Relevant Organisation getting into a verbal or physical argument at a shopping centre, or two Members sending abusive social media messages to each other that have no direct link to Little Athletics.

² Such as where a Member of a Relevant Organisation allegedly breaches this Policy by physically assaulting another Member at an event, but then the personal grievance(s) between those two individuals spills into issues not directly related to Little Athletics, such as social media abuse.

3. Athlete

Safety & Health of Participants

- ☐ Do not engage in acts of unsportsmanlike behaviour.
- ☐ Never become involved in acts of foul play.
- ☐ Participate for your own enjoyment and benefit.
- ☐ Safeguard your health. Don't use any illegal or unhealthy substances.
- Never engage in disrespectful conduct of any sort including profanity, sledging, obscene gestures, offensive remarks, trash-talking, taunting or other actions that are demeaning to other athletes, officials or supporters.

Promoting Excellence

- Honour both the spirit and intention of the competition rules and live up to the highest ideals of ethics and sportsmanship. Avoid gamesmanship and respect the traditions of the sport.

Integrity

- Do not bet or otherwise financially speculate, directly or indirectly, on the outcome or any other aspect of a Little Athletics event or competition in which you are involved.

Respect

- Be a good sport. Respect all performances whether from your Centre or another and shake hands with and thank the opposing athletes and officials after the event – win, lose or draw.
- Always respect the official's decision.
- Care for and respect the facilities and equipment made available to you during training and competition.
- Recognise that officials and coaches are volunteers who give up their time to provide their services. Treat them with the utmost respect.

4. Parent / Spectator

Safety & Health of Participants

- Do not engage in acts of unsportsmanlike behaviour.
- Condemn all violent or illegal acts, whether they are by athletes, coaches, officials, parents or spectators.
- Never arrive at a Little Athletics competition under the influence of alcohol or drugs. Never bring alcohol or drugs to a Little Athletics competition or training.
- Never ridicule or scorn an athlete for making a mistake, respect their efforts.
- Remember that children participate in Little Athletics for their own enjoyment, not yours!

Promoting Excellence

- Encourage athletes to play by the rules and to respect opposing athletes and officials.
- Participate in positive cheering that encourages the athletes in the Centre you are supporting. Don't engage in any cheering that taunts or intimidates opponents, their fans or officials.
- Understand that sport is part of a total life experience, and the benefits of involvement go far beyond the final placing of an event.

Respect

- Respect the official's decisions. Don't complain or argue about actions or decisions during or after an event.
- Do not engage in unsportsmanlike language, harassment or aggressive behaviour.
- Never ridicule or scorn an athlete for making a mistake, respect their efforts.
- At all times follow the directions of the Competition Manager and/or other competition day officials.

5. Coach

Safety & Health of Participants

- Do not engage in acts of unsportsmanlike behaviour.
- Place the safety and welfare of the participants above all else.
- Show concern and caution towards all sick and injured athletes. Follow the advice of a physician and/or sports trainer to the letter when determining when an injured athlete is ready to recommence training or competition.
- Teach young athletes to realise that there is a big gap between their ability and the professional athlete. Do not coach them as if they are professionals.
- Actively discourage foul play and/or unsportsmanlike behaviour by athletes.
- Never coach athletes under the influence of alcohol or drugs. Never bring alcohol or drugs to a Little Athletics competition, event or training session.

Promoting Excellence

- Ensure that your coaching reflects the level of the competition being involved with and don't be a 'winner at all costs' coach.
- Teach athletes that an honest effort and competing to the best of their ability is as important as victory.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of participants.

Integrity

- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications or coaching experience to be misrepresented.
- Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
- Never participate in or advocate practices that involve match fixing.

Respect

- As coach, conduct yourself at all times and in all situations, in a manner that shows leadership, respect for the sport of Little Athletics and respect for all those that are involved in the sport – athletes, officials, spectators, parents and the media.
- Seek to maximise the participation and enjoyment of all athletes regardless of ability; avoid the tendency to over-use a talented athlete; treat all athletes as equals, regardless of their talent.

Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.

- Do not tolerate abusive, bullying or threatening behaviour.

6. Official

Safety & Health of Participants

- Do not engage in acts of unsportsmanlike behaviour.
- Place the safety and welfare of the athletes above all else. Be alert to minimise dangerous physical play, fair or foul, especially during competition days.
- Condemn all and every instance of unsportsmanlike, foul or unfair play.
- Show concern and caution towards sick and injured athletes.
- Officiate to the age and/or experience of the athletes.

Promoting Excellence

- Set a good example by the way you dress, speak and act towards athletes, coaches, officials, parents and spectators.

Integrity

- Be impartial! Also, be consistent, objective and courteous.
- Accept responsibility for all actions taken.
- Avoid any situation which may lead to a conflict of interest, both on and off the field.

Respect

- Avoid any form of verbal conflict with coaches, officials, parents and spectators during competition.

6.1. Travelling Officials

The following additional standards apply for Officials travelling for LAQ-sanctioned events (e.g. Winter Carnival, Spring Carnival, State Championships):

- Never place yourself in a situation with another Official that could result in criminal charges being brought against you.
- Respect the local rules and laws in everything you do.
- Always wear the uniform in an appropriate manner and as required.
- Respect the property and premises in which you are accommodated.

Breaches of this Code

If a breach of the Code of Conduct occurs and the behaviour is deemed serious enough to warrant, LAQ will not hesitate to send an Official home and do so at the expense of that Official.

7. LAQ Team Managers

7.1. Scope

The following Code of Conduct applies to Team Managers appointed for LAQ representative teams, including the New Zealand Development Tour and the Australian Little Athletics Championships (ALAC's).

7.2. The Code

The role of Team Manager for Little Athletics Queensland carries considerable responsibilities in the various roles and duties that are undertaken. Some of these responsibilities include assistance with travel, accommodation, meals, activities, general guidance, support, mentoring and ensuring the general welfare and needs of each athlete is met in an environment where they do not have their usual support network available.

At all times, LAQ Team Managers will:

- Place the health, safety and welfare of the athletes above all else.
- Respect the management group they have been selected to travel with.
- Set a good example by the way you dress, speak and act towards other managers, athletes, coaches, officials, parents and spectators.
- Conduct yourself at all times and in all situations, in a manner that shows leadership, respect for the sport of Little Athletics and respect for all those that are involved in the sport – athletes, officials, spectators, parents and the media.
- Condemn all violent or illegal acts, whether they are by other managers, athletes, coaches, officials, parents or spectators.
- Be impartial in all situations! Also, be consistent, objective and courteous.
- Never be under the influence of alcohol or drugs while you are away with our teams. Never bring alcohol or drugs to a Little Athletics team environment.
- Never place yourself in a situation with another manager or athlete that could result in criminal charges being brought against you.
- Respect the local rules and laws in everything you do.
- Always wear their uniform in an appropriate manner and as required.
- Respect the property and premises in which you are accommodated.
- Never engage in unsportsmanlike language, harassment or aggressive behaviour.
- Seek to maximise the participation and enjoyment of all athletes regardless of ability.
- Treat all athletes as equals, regardless of their talent.
- Avoid any situation which may lead to a conflict of interest, both on and off the field.
- Actively discourage foul play and/or unsportsmanlike behaviour by athletes.
- Show concern and caution towards sick and injured athletes.
- Never ridicule or scorn an athlete for making a mistake, respect their efforts.
- Accept responsibility for all actions taken.

During training and competitions

- Teach athletes that an honest effort and competing to the best of their ability is as important as victory.
- Condemn all and every instance of unsportsmanlike, foul or unfair play.
- Show concern and caution towards all sick and injured athletes. Follow the advice of a physician and/or sports trainer to the letter when determining when an injured athlete is ready to recommence training or competition.
- Teach young athletes to realise that there is a big gap between their ability and the professional athlete. Do not coach them as if they are professionals.
- Maintain a thorough knowledge of the rules of competition and keep abreast of current coaching methods to aid athletes. At a minimum, maintain your current accreditation level.
- At all times follow the directions of competition day officials.
- During competition, respect the official's decisions. Don't complain or argue about actions or decisions during or after an event.
- Encourage athletes to play by the rules and to respect opposing athletes and officials.
- Avoid any form of verbal conflict with other managers, coaches, officials, parents and spectators during competition.
- Understand that sport is part of a total life experience, and the benefits of involvement go far beyond the final placing of an event.
- Participate in positive cheering that encourages the athletes you are supporting. Don't engage in any cheering that taunts or intimidates opponents, their fans or officials.
- Care for and respect the facilities and equipment made available to you during training and competition.
- Remember that you are representing Little Athletics Queensland. Your actions reflect the image of our brand. Always act in the best interests of the Association.

Breaches of this Code

If a breach of the Code of Conduct occurs and the behaviour is deemed serious enough to warrant a manager being sent home from a tour, LAQ will not hesitate to do this at the expense of that manager.

8. Breaches of the Code

Any breaches of these Codes of Conduct will be managed in accordance with LAQ's Complaints Disputes & Discipline Policy. Any person witnessing a breach of this policy should report it to the Competition Manager, their Centre committee, or an employee of LAQ.

9. Review

Policy	Review Date
<i>Next Review Scheduled</i>	<i>April 2025</i>
LAQ Codes of Conduct	August 2024
Codes of Conduct <i>Compiled several Codes of Conduct into one document</i>	March 2022
Codes of Conduct	July 2006
As of the time of writing, this table includes all policies that were accessible. The absence of inclusion in this table does not suggest that no further updates occurred, rather they were simply not accessible as of August 2024.	