

# Australian Biathlon Coach Code of Behaviour

Australian Biathlon Association (AB) coaches are expected to have the highest standards of behavior. This Code of Behaviour applies to all coaches involved in AB activities, competitions or teams.

1. Fair Play: Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
2. Behaviours and Skills: Encourage and support opportunities for people to learn appropriate behaviours and skills.
3. Support Participation: Support opportunities for participation in all aspects of the sport.
4. Individual: Treat each person as an individual.
5. Courtesy: Display control and courtesy to all involved with the sport.
6. Respect: Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
7. Respect Decisions: Respect the decisions of officials, coaches and administrators in the conduct of the sport.
8. Supervisory Caution: Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
9. Appropriateness: Adopt appropriate and responsible behaviour in all interactions.
10. Alcohol and Drugs: Adopt responsible behaviour in relation to alcohol and other drugs.
11. Integrity: Act with integrity and objectivity, and accept responsibility for your decisions and actions.
12. Your Decisions: Ensure your decisions and actions contribute to a safe environment.
13. Harassment Free: Ensure your decisions and actions contribute to a harassment free environment.
14. Do Not Tolerate: Do not tolerate harmful or abusive behaviours.
15. Safety: Place the safety and welfare of the athletes above all else.
16. Encourage: Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
17. Appropriate Physical Contact: Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
18. Honesty: Be honest and do not allow your qualifications to be misrepresented.
19. Use of Drugs
  - 19.1 I agree that the use, consumption and/or possession of any unauthorised drugs, including illegal drugs and/or recreational and performance enhancing drugs, is prohibited.
  - 19.1.1 I agree that in the event of any breach by me of Clause 19.1 hereof, AB has the right to terminate me from my role as coach, expel me from the coach activities and to immediately arrange for me to return home.
  - 19.1.2 I further agree that I am personally responsible (and AB is not responsible) for any and all costs incurred in leaving the camp, competition or activities and/or returning home. I further understand that if I return to Australia pursuant to Clause 19.1 and 19.2 hereof, I will not be accompanied on the return flight by any personnel of AB.

19.2 I have completed the Australian Sports Anti-Doping Authority (ASADA) anti-doping on-line learning modules as required by AB. ASASA's e-learning modules can be accessed here: <http://elearning.asada.gov.au/>

19.3 On being advised by an athlete that he/she proposes to consume or consumes supplements, drugs, any medications or otherwise, I agree that it is my responsibility to check the constituent ingredients of the reported supplements, drugs, medications or otherwise to ensure they do not include any substances or methods as listed on the World Anti Doping Code Prohibited Substances and Methods List, or as monitored by the World Anti-Doping Agency (WADA) and/or ASADA.

19.4 I agree it is my responsibility to monitor and avoid contact with any persons including athlete support personnel who are involved in doping and understand the consequences which may include notification to authorities including WADA, ASADA, ABA, AOC, OWI, IBU, and Alpen Cup or any other National Federation/Event Organisers, suspension and expulsion.

I have not at any time engaged, and will not at any time engage, in Prohibited Association as prescribed under Article 2.10 of the World Anti-Doping Authority (WADA) Code (in effect from 1 January 2015), or any of its subsequent updates.

The 2015 WADA code can be accessed at this site: <https://www.wada-ama.org/en/resources/the-code/2015-world-anti-doping-code>

Generally, the WADA code restricts association in a professional or sport-related capacity in certain circumstances with any Athlete Support Person who:

- (a) is serving a period of Ineligibility; or
- (b) has been convicted or found in a criminal, disciplinary or professional proceeding to have engaged in conduct which would have constituted a violation of anti-doping rules; or
- (c) is serving as a front or intermediary for an individual described in (a) or (b) above.

19.5 I have read AB's Anti Doping Policy as in force and agree to abide by the rules therein.

I have read the Australian Olympic Committee's Anti-Doping By-law as in force and agree to abide by the rules and obligations therein and any of its subsequent updates. The By-law can be accessed at: [http://corporate.olympics.com.au/files/dmfile/AOC\\_Anti\\_DopingBy\\_Law\\_CLEAN\\_21Nov.pdf](http://corporate.olympics.com.au/files/dmfile/AOC_Anti_DopingBy_Law_CLEAN_21Nov.pdf)

19.6 I agree that if I notice any evidence of inappropriate use of prohibited substances including but not exclusively drugs, medications or supplements including empty packaging, syringes or any paraphernalia indicating the use of drugs or prohibited substances, this will be immediately notified to AB's Medical Officer and/or Executive Officer.

19.7 I acknowledge if others notice any evidence of inappropriate use by AB athletes of prohibited substances including but not exclusively drugs, medications or supplements including empty packaging, syringes or any paraphernalia indicating the use of drugs or prohibited substances, that they will be obliged to immediately notify AB's Medical Officer and/or Executive Officer.

19.8 I acknowledge that AB is obliged to pass on information collected in relation to any doping matters to the appropriate authorities which may include ASADA, WADA, OWI, AOC, IBU, and Alpen Cup or any other National Federation/Event Organisers.

I further understand that the Medical Officer or Executive Officer will not be bound by Privacy Legislation or Athlete Confidentiality in matters relating to the notification of suspected or inappropriate use of drugs, prohibited substances, medications or supplements including empty packaging, syringes or any paraphernalia indicating the use of drugs or prohibited substances.

## 20. Use of Alcohol and Cigarettes

20.1 I agree that the use, consumption and/or possession of tobacco products is prohibited for athletes under the age of 18.

20.2 I agree that the use, consumption and/or possession of alcohol is prohibited for athletes under the age of 18.

20.3 I agree to use alcohol and tobacco products in a mature and responsible manner that is not disruptive to my coaching progression, the athletes nor the event/s.

20.4 While in AB or sponsors' clothing or using AB or sponsors' equipment, I agree not to use alcohol and/or tobacco products.

#### 21. Bullying

21.1 I agree that bullying, harassment or ostracism and all types of aggressive behaviour is prohibited during any ABA Activity and will not be tolerated under any circumstances.

21.2 If I witness any apparent bullying, harassment, ostracism or any type of aggressive behaviour, I will notify an independent coach, team official or AB Board member who is not a party to the behaviour.

#### 22. Unauthorised Travel

22.1 I will participate in the agreed travel plans for designated camps/activity. If there are deviations from these plans I will seek express written authorisation from ABA prior to changing travel arrangements.

#### 23. Publicity and Media

23.1 I agree to help grow the sport, by providing reports and publicity material such as photos to AB. I also agree to ensure athletes in my care/under my direction provide suitable reports. I will help grow the sport by participating in publicity events, interview and fund-raising. I agree I will not make any defamatory, abusive, harassing, discriminatory or otherwise offensive statements. I will not make any statements that might bring the team, the sport, sponsors, ABA, OWIA, AOC, IBU and Alpen Cup or any other National Federation/Event Organisers into disrepute. A report including photographs at high resolution is required and should be promptly supplied following race events and camps. I acknowledge the report may have parts that may be marked or designated as private to be viewed by the Board only and if applicable, persons I nominate.

I agree to participate in an interview arranged by AB, to discuss any matters arising out of my participation in events.

I agree that if I fail to supply the reports or fail to participate in a requested interview, I may be excluded from selection in subsequent years.

23.2 With respect to any camp, training activity or any AB event or project, I will not make any defamatory, abusive, harassing, discriminatory or otherwise offensive statements. I will not make any statements that might bring the sport, sponsors, AB, any other Nation Federation/Event Organisers into disrepute.

I agree to provide feedback by way of questionnaire or personal interview if so requested.

#### 24. Social Media

24.1 If using social media, I agree to use it in a positive and constructive manner. I will not make any defamatory, abusive, harassing, discriminatory or otherwise offensive statements. I will not make any statements that might bring the team, the sport, sponsors, AB, OWIA, AOC, IBU and Alpen Cup or any other National Federation/Event Organisers into disrepute.

#### 25. Breach of Code

25.1 I agree that in the event of any breach by me of this Code of Conduct AB may immediately terminate my role as coach. I further agree that AB has the right to take appropriate punitive action at its discretion. Such punitive action may include indefinite suspension and exclusion from involvement in current and future activities, expulsion from events, exclusion from any IBU or NF activities until otherwise advised.

#### 26. Taking Direction

26.1 I agree to abide by and take direction from AB Board ( including any relevant sub-committee member appointed by AB such as the selection committee), IBU Officials, event officials. I shall make myself aware and refer to any relevant AB policies including the Anti-Doping Policy, Range Rules and other relevant procedures. I am aware of and know how to reference the IBU rules as adopted by the Regular IBU Congress 2016.

Coach Name:

Signature:

Date:     /     /

