

PART D: ROLE-SPECIFIC CODES OF CONDUCT

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PART D1: GENERAL CODE OF BEHAVIOUR

As a member of the AWF a member association or an affiliated club or a person required to comply with the AWF's member protection policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the AWF, a member association or an affiliated club and in any role you hold within the AWF, a member association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, the AWF's standards, rules, regulations and policies.
6. Operate within the rules of the AWF including national and international guidelines which govern the AWF, the member associations and the affiliated clubs.
7. Do not use your involvement with the AWF, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of the AWF, a member association or an affiliated club.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring the AWF, a member association or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

PART D2: COACH CODE OF CONDUCT

In addition to the AWF's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the AWF, a member association or an affiliated club and in your role as a coach appointed by the AWF, a member association or an affiliated club:

1. Do not tolerate acts of aggression.
2. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
3. Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
4. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
5. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
6. Involve the players in decisions that affect them.
7. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
8. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.
9. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
10. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
11. Avoid situations with your players that could be construed as compromising.
12. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
13. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
14. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
15. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.
16. Be honest and ensure that qualifications are not misrepresented.

PART D3: OFFICIAL CODE OF CONDUCT

In addition to the AWF's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the AWF, a member association or an affiliated club and in your role as an official appointed by the AWF, a member association or an affiliated club:

1. Place the safety and welfare of the players/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.

PART D4: ATHLETE CODE OF CONDUCT

In addition to the AWF's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the AWF, a member association or an affiliated club and in your role as a player/participant in any activity held by or under the auspices of the AWF, a member association or an affiliated club:

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your coach.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

PART D5: ADMINISTRATOR (VOLUNTEER) CODE OF CONDUCT

In addition to the AWF's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of the AWF, a member association or an affiliated club and in your role as an administrator of the AWF, a member association or an affiliated club:

1. Resolve conflicts fairly and promptly through established procedures.
2. Maintain strict impartiality.
3. Be aware of your legal responsibilities

PART D6: EMPLOYEE CODE OF CONDUCT

In addition to the AWF's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of the AWF, a member association or an affiliated club and in your role as an administrator of the AWF, a member association or an affiliated club:

1. Act honestly, in good faith and in the best interests of the sport as a whole.
2. Ensure that any information acquired or advantage gained from the position is not used improperly.
3. Conduct your responsibilities with due care, competence and diligence.
4. Do not allow prejudice, conflict of interest or bias to affect your objectivity

PART D7: BOARD MEMBER CODE OF CONDUCT

The AWF is committed to maintaining the highest standards of ethical conduct. This Code of Business Conduct and Ethics for Directors (Code) reflects the business practices and principles of behaviour that support this commitment. The AWF Executive is responsible for setting the standards of conduct contained in the Code and for updating these standards as appropriate to reflect legal and regulatory developments. Every director is expected to read and understand this Code and its application to the performance of his or her responsibilities. Each Director is accountable for adherence to this Code.

Compliance Officer

The AWF has appointed Mr Boris Kayser as its Compliance Officer to administer this Code. Directors, at their discretion, may make any report or complaint provided for in this Code to the Chairman of the Executive Board or to the Compliance Officer. The Compliance Officer will refer complaints submitted, as appropriate, to the Chair of the AWF Nominating, Compensation, and Governance Committee or to the full Executive Board of Directors.

Compliance With Applicable Laws

Directors must comply with all of the laws, rules, and regulations of Australia and its States and Territories and other countries, as well as the states, counties, cities, and other jurisdictions, applicable to either the AWF or its activities.

This Code does not summarize all laws, rules, and regulations applicable to either the AWF or its activities. The AWF will provide to the directors copies of the various guidelines and materials on specific laws, rules, and regulations as appropriate. Directors should consult with the Chairman of the Board or the Compliance Officer if they have questions about laws that they think may be applicable to either the AWF or its activities.

Conflicts Of Interest

A "conflict of interest" may exist whenever the interests of a director conflict in any way (or even appear to conflict) with the interests of the AWF. While our directors should be free to make personal investments, enjoy social relations, take on personal coaching commitments and normal sporting activities, they must not have any interests that adversely influence the performance of their responsibilities. A conflict situation can arise when a director takes actions or has interests that may make it difficult to perform his or her AWF responsibilities objectively. Conflicts of interest also may arise when a director, or a member of his or her family, receives improper personal benefits as a result of his or her position with the AWF, whether received from the AWF or a third party. Gifts above a "de minimis" value to, loans to, or guarantees of obligations of, directors, or their respective family members may create conflicts of interest.

Although it is not always possible to avoid conflicts of interest, it is each the AWF's policy to prohibit such conflicts when possible. Conflicts of interest may not always be clear-cut, so if directors have a question, they are encouraged to consult with the Chairman of the Board or the Compliance Officer. Any director who becomes aware of a conflict or potential conflict should bring it to the attention of the Chairman of the Board or the Compliance Officer.

Corporate Opportunity

Except as may be approved by the Board of Directors or a committee of independent directors, directors are prohibited from (a) taking for themselves personally any opportunities that belong to either the AWF or are discovered through the use of AWF property, information, or position; (b) using AWF property, information, or position for personal gain; and (c) competing with the AWF.

Confidentiality

All directors must maintain the confidentiality of confidential information entrusted to them by the AWF, except when the AWF authorizes disclosure or required by laws, regulations, or legal proceedings. The term “confidential information” includes, but is not limited to, non-public information that might be of use to critics of the Company, or harmful to the AWF or its athletes, officials or administrators if disclosed. Whenever feasible, directors should consult the Chairman of the Board or the Compliance Officer if they believe they have a legal obligation to disclose confidential information.

Fair Dealing

Each director should endeavour to deal fairly with the AWF’s athletes, officials, competitors, officers, and employees. None should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice. Inappropriate use of proprietary information, misusing trade secret information that was obtained without the owner’s consent, or inducing such disclosures by past or present employees of other associations is prohibited. Under Australian Federal and State and Territory laws, where the AWF and each affiliated association is incorporated, a director must perform his or her duties in good faith, acting honestly, free from the intention to defraud.

Protection And Proper Use Of Association’s Assets

All directors should perform their duties in a manner that protects the AWF’s assets and ensures their efficient use. All AWF assets should be used for legitimate sporting purposes.

No Director may allow the AWF to trade while insolvent

Accounting Complaints

The Audit Committees of the Boards of Directors are responsible for establishing procedures for the receipt, retention, and treatment of complaints regarding accounting, internal accounting controls, or auditing matters. Directors who have concerns or complaints regarding such matters are encouraged to promptly submit those concerns or complaints to the Compliance Officer or to the appropriate Audit Committee which, subject to its duties arising under applicable law, regulations, and legal proceedings, will treat such submissions confidentially. Such concerns or complaints may be made anonymously.

Reporting Any Illegal Or Unethical Behaviour

Directors are encouraged to promptly contact the Chairman of the Board or the Compliance Officer if the director believes that he or she has observed illegal or unethical behaviour by any athlete, official, volunteer, employee, officer, or director, or by anyone purporting to be acting on either the AWF’s behalf and, the reporting director has any doubt about the best course of action in a particular situation. Any such reports may be made anonymously. Confidentiality will be maintained, to the extent permitted by law.

Public Company Reporting

As an Incorporated Association, it is of critical importance that the AWF’s filings under the Incorporated Associations Act (xxx) be full, fair, accurate, timely, and understandable. Directors may be asked to provide information necessary to assure that the AWF’s public reports meet these requirements. The AWF expects directors to take this responsibility very seriously and to provide prompt and accurate answers to inquiries related to the AWF’s public disclosure requirements.

Amendment, Modification And Waiver

This Code may be amended, modified, or waived by the AWF’s Executive Board of Directors, subject to the disclosure and other provisions of the Associations Incorporation Act (1981), and the rules

thereunder and the applicable rules of the Australian Sports Commission. As a general policy, the Boards of Directors will not grant waivers to the Code.

Refer to the Board Governance Manual, accessible via <http://www.awf.com.au/iinc.php?page=board> for further information.

PART D8: PARENT / GUARDIAN CODE OF CONDUCT

As a parent/guardian of a player/participant in any activity held by or under the auspices of the AWF, a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance and good technique by all athletes (including the opposition).
6. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (player, coach, referee and so on).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
10. Be a positive role model.
11. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

PART D9: SPECTATOR CODE OF CONDUCT

As a spectator in any activity held by or under the auspices of the AWF, a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the decisions of officials and teach young people to do the same.
2. Never ridicule or scold a young athlete for making a mistake. Positive comments are motivational.
3. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.
4. Show respect for your athlete's/ team's opponents. Without them there would be no game.
5. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass athletes, coaches, officials or other spectators).
6. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

