



## Judo Federation of Australia Inc

# Teams and High Performance Program Activities

## Code of Conduct

*The Code of Conduct applies to Judo Federation of Australia Inc (JFA Inc) athletes, officials, support staff, whether they be remunerated or volunteers, or involved in JFA Inc Teams or other High Performance Program Activities. The JFA Inc is committed to ensuring that without exception this Code of Conduct will prevail.*

As an athlete, official, or support staff involved in JFA Inc Team or High Performance Program activities ("Team"), you represent your country, state, club and your community. You will benefit from the support and behaviour of others around you and the support of the JFA Inc in many forms.

As a part of the Team, you have an obligation to conduct yourself in a manner that supports others. This Code of Conduct sets out the responsibilities and the expectations of you by the JFA Inc.

### Guiding principles

The JFA Inc Code of Conduct (Code) provides the overall framework for your behaviour. It does not describe each specific situation which may arise through Team activities. Your behaviour in any specific situation must be appropriate and must also appear to be appropriate. This Code arises from the following principles which provide overall guidance for one's behaviour:

#### *Fairness*

Operating within the spirit of the rules, never taking an unfair advantage and always making informed and honourable decisions.

#### *Respect*

Recognising the contribution which people make to sport, treating them with dignity and consideration, as well as caring for their property and equipment and avoiding any action which could bring the team or the sport into disrepute.

#### *Responsibility*

Being a positive role model at all times and taking individual responsibility for your actions including considering the reasonably foreseeable consequences of your actions.

#### *Welfare and Safety*

Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, and demonstrating concern for others.

## *Excellence*

Bringing high levels of skill and competency to one's team-role, striving for excellence and continuously improving in all aspects of one's performance.

## Conduct

You must:

- Acquaint yourself and adhere without fail to all JFA Inc rules, bylaws, policies, procedures, and guidelines (and if under 18 have your guardian assist you);
- Never participate in any practices prohibited by the JFA Inc;
- strive to maintain the philosophies and traditions of Judo and abide by the spirit as well as the letter of the rules of the sport;
- promote fair play and respect for the decisions of officials, coaches and administrators;
- Be committed to performance-excellence, making every effort to develop your skill, tactics and fitness to full its potential. Strive for the best possible performance in competition giving maximum effort at all times;
- Accept victory and defeat with dignity
- Carry out all reasonable instructions requested by Team Officials punctually, meet the training requirements set to the best of your ability, and accept and respond positively to any directives or feedback they may provide;
- Maintain a high standard in personal health and hygiene;
- Do not possess or use banned or illegal performance enhancing substances and neither possess nor use illegal or prohibited drugs or other substances (either by law or under the JFA Inc Anti-Doping Policy and laws of countries in which you engage in team activities);
- Not consume alcohol while involved in JFA Inc Team activity unless you are over 18 years of age and the team has been given formal permission to consume alcohol in moderation at a team social function by JFA Inc Team Management;
- Act with integrity and objectivity, and accept responsibility for your decisions and actions;
- Behave and dress in a dignified manner both on and off the competition arena;
- Ensure your decisions and actions contribute to a safe environment, do not tolerate, and report, harmful or abusive behaviours;
- Keep team officials informed of your whereabouts at all times and observe any curfew set by the team leader as they may establish as they see fit;
- Seek medical advice where required;
- Cooperate with JFA Inc team officials in the development of programs to adequately prepare you for national and/or international competition at the highest level. Communicate with your Coach about all the other sport and physical activities you participate or intend on participating in;
- Discuss with JFA Inc Team officials any change in circumstances which have the potential to effect involvement or performance in JFA Inc Team activity;
- Recognize that you are representing the JFA Inc Team when interacting with government, business, community, sporting organizations, and media representatives. Seek guidance and approval from JFA Inc team officials for any such interaction;

- Use social media responsibly and in line with the JFA Inc. Social Media, Blogging, Tweeting and Internet Guidelines; and
- Wear the official uniform designated for the my sport during training, testing and competition and at other official functions (including media interviews) as directed by the JFA Inc Team officials.

### *You, your team and others*

You must:

- Encourage and support team members to learn valuable behaviours and skills and strive for performance-excellence;
- Treat each person as an individual, fairly and with consideration, without discrimination, respecting their rights and worth regardless of their gender, ability, cultural background or religion and do not take liberties with their privacy;
- Do not engage in, or act in a way that may be construed as harassment and or sexual harassment: Sexual harassment is unlawful and is defined as an attempt to assert abusive, unwarranted power over another; unwelcome sexual advances; requests of a sexual nature where a person believes on reasonable grounds that a rejection of the advance, or a refusal of the request or taking of objection to the conduct, would disadvantage them in any way;
- Do not engage in, or act in a way that may be construed as physical, verbal, or emotional abuse including profanity and sledging. Sledging is a statement, which is deemed to degrade and or intimidate another person;
- Wherever practical, avoid 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; and
- Not make a wager, or provide what may be reasonably regarded as confidential information to anyone seeking to make wagers on the outcome of competitions in which the team is involved and immediately report to JFA Inc Officials any approaches by others seeking to coerce you to either provide information for wagering purposes or to influence you to not to win a fight or a competition.

### *In addition the following is expected of team officials, and support staff*

You must:

- Establish an environment conducive to optimal training, discipline, high morale, team spirit and performance-excellence;
- Conduct responsibilities with care, competence, diligence and act honestly, in good faith in the best interests of the team as a whole;
- Only grant permission to consume alcohol, in moderation, after all of the fights for all of the players in the delegation are completed and/or after all training sessions are completed for the whole team;
- Place the safety and welfare of the athletes and team members above all else;
- Ensure that any information acquired or advantage gained from the position is not used improperly, and declare and manage competing or conflicting interests;
- Be consistent and impartial in making decisions and do not allow prejudice, conflict of interest or bias to affect your objectivity;

- Carry out all duties professionally and lead by example and educate team members in the rules and policies of the JFA Inc;
- Help each person to reach their potential - respect the talent, developmental stage and goals of each person and provide support with constructive feedback;
- Address unsporting behaviour immediately, promote respect for all people and take all reasonable steps to eliminate any abuse, discrimination or harassment from any source
- Consider the individual needs of all athletes in setting activities which support team and individual performance excellence. If a team member is injured, ill, or incapacitated, consider modified activity and decide after consultation with medical experts, staff and the player if JFA Inc support for further participation will be withdrawn;
- Any physical contact with a person should be appropriate and necessary for the person's welfare, education or performance;
- Maintain and submit accurate and up to date records of athlete performance and training as required by JFA Inc. Officials; and
- Report all incidents relating to misconduct in written reports.

### *Specific Areas of Expected Conduct for All Participants in JFA Inc Team activity*

#### *Anti-Doping*

You must:

- Comply with the World Anti-Doping Agency (WADA) Code and JFA Inc, and AOC policies;
- Ensure that any medication or substance taken in any form is not prohibited for use;
- Neither possess, supply, nor use illegal or prohibited drugs or techniques;
- Make yourself available for testing in accordance with the JFA Inc rules;
- Support drug-free and ethical, practices and where possible promote anti-doping educational programs in relation to doping control and related matters;
- Cooperate with JFA Inc Team Officials, including making them aware of your whereabouts, for the purposes of out of competition testing program;
- Ensure that any Therapeutic Use Exemptions (TUEs) are fully documented as detailed in the JFA Inc rules;
- Cooperate fully with the anti-doping program both in and out of competition; and
- Keep the JFA Inc informed of any other personal circumstances that may affect their ability to adhere to the out-of-competition testing program;

#### *Weight Control*

You must:

- Manage your weight in a controlled and safe manner., ensuring that you prepare appropriately for competitions;
- Implement any weight control plan provided to you by JFA Inc Team Officials; and
- Inform JFA Inc Team management as soon as possible, should you have problems with making the required weight or adhering to your weight management plan.