



Australian Flying Disc Association

CODE OF CONDUCT

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1. Introduction

- 1.1. AFDA is committed to making Flying Disc Sports a safe and fair place for all participants. To achieve this, AFDA has adopted the National Integrity Framework.
- 1.2. The National Integrity Framework is designed to assist with creating a safe and fair sporting environment for all by setting out the rules about the types of behaviour that are unacceptable in Flying Disc Sports. This Code of Conduct is a policy that supplements the National Integrity Framework.
- 1.3. This Code of Conduct aims to ensure that everyone involved in Flying Disc Sports is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.4. This Code of Conduct:
 - (a) prescribes Prohibited Conduct; and
 - (b) seeks to guide Relevant Persons and Relevant Organisations on what to do if they experience or witness breaches of the Code of Conduct.
- 1.5. This Code of Conduct is a Relevant Policy as defined in the AFDA Complaints, Disputes and Discipline Policy in accordance with clause 6.1 of this Code of Conduct.
- 1.6. The 'Spirit of the Game' is fundamental to Flying Disc Sports – to play fairly and understand and follow the rules of the game, including that:
 - (a) our sport relies on the spirit of sporting behaviour which places the responsibility of fair play on the players themselves;
 - (b) the responsibility for the maintenance of this spirit rests on every player's shoulders;
 - (c) understanding and playing by the rules is every player's responsibility; and
 - (d) a player should never set out to ignore or deliberately break any rules.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Activity means a sporting contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Relevant Organisation.

AFDA means the Australian Flying Disc Association Limited, the governing body for Flying Disc Sports in Australia.

Athlete means a person who is registered, or entitled to participate, in an Activity.

Authorised Provider means any non-Relevant Organisation authorised to conduct an Activity.

Club means any club that enters an Athlete or a Team to participate in an Activity.

Code of Conduct means this code of conduct.

Contractor means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

- (a) agents, advisers, and subcontractors of a Relevant Organisation; and
- (b) employees, officers, volunteers and agents of a contractor or subcontractor of a Relevant Organisation.

Employee means a person employed by a Relevant Organisation.

Flying Disc Sports means the sports of Ultimate, Disc Golf and other disciplines and variations as governed by AFDA and the World Flying Disc Federation (WFDF) from time to time.

Member means a member of a Relevant Organisation, including:

- (a) **Affiliated Organisations**, which means each company or incorporated association that is a member of AFDA, including each:
 - i. state, territory, and Club Member; and
 - ii. affiliate that is an Affiliate Member (as defined in the AFDA constitution) of AFDA or an affiliate member of a state or territory Member of AFDA;
- (b) **Individual Members**, which means:
 - i. individuals who are Individual Members (as defined in the AFDA constitution) of AFDA; or
 - ii. persons registered on the AFDA registration database who are thereby members of a Relevant Organisation.

National Integrity Framework means the AFDA “National Integrity Framework” consisting of the following five policies:

- (a) Safeguarding Children and Young People Policy;
- (b) Competition Manipulation and Sport Gambling Policy;
- (c) Improper Use of Drugs and Medicine Policy;
- (d) Member Protection Policy; and
- (e) Complaints, Disputes and Discipline Policy (the CDDP).

Participant means:

- (a) Athletes;
- (b) coaches appointed to train an Athlete or Team in an Activity;
- (c) administrators who have a role in the administration, operation or Activity of a Relevant Organisation, including owners, directors, committee members or other persons;
- (d) officials including game advisors, referees, umpires, technical officials, or other officials appointed by a Relevant Organisation or any league, competition, series, club or team sanctioned by a Relevant Organisation;
- (e) support personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation or any league, competition, series, Club or Team sanctioned by a Relevant Organisation including sports science, sport medicine personnel, team managers, agents, selectors, and team staff members; and

- (f) parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Prohibited Conduct means the conduct proscribed at clause 5 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) AFDA;
- (b) Affiliated Organisations; or
- (c) any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following persons:

- (a) Individual Member;
- (b) Participant;
- (c) Employee;
- (d) Contractor;
- (e) Volunteer; or
- (f) any other person who has agreed to be bound by this Code of Conduct.

Team means a collection or squad of Athletes, registered with a Relevant Organisation or entitled to participate in an Activity.

Volunteer means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons;
- (b) Relevant Organisations; and
- (c) persons referred to in clause 4.2(a)(ii)¹ of the CDDP under the National Integrity Frameworkⁱ.

¹ Any person who, or organisation that:

- A. has had a Complaint or Report made against them (each as defined in the CDDP); and
- B. was bound by this Code of Conduct at the time of the alleged Prohibited Conduct, even if they are no longer a Relevant Person or Relevant Organisation.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) in relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) wherever there is a recognised Flying Disc Sports or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) in relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must:

- (a) act and operate within the rules and spirit of Flying Disc Sports;
- (b) be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) maintain appropriate, professional relationships with other Relevant Persons at all times;
- (e) accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play;
- (f) treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) respect and protect confidential information obtained through Activities, whether regarding personal or organisational information;

- (i) not engage in behaviour that is:
 - (i) drunk and disorderly;
 - (ii) violent;
 - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (iv) unlawful or unsafe;
- (j) not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (k) not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (l) comply with all reasonable directions of, and accept all decisions of, representatives of Relevant Organisations whilst they are undertaking their duties;
- (m) not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place;
- (n) not use social media or messaging apps to disparage, insult or demean Flying Disc Sports, a Relevant Organisation or an official, administrator or employee of a Relevant Organisation;
- (o) declare any material personal interest they hold, to the applicable Relevant Organisation, that directly relates to any material decision of that Relevant Organisation or Activity of that Relevant Organisation that directly involves the first Relevant Person or Relevant Organisation;
- (p) not, if a Relevant Person and in a position of power, influence, authority or control over another Relevant Person, including but not limited to as a coach, team official or administrator, engage or attempt to engage in:
 - (i) conduct that misuses such power, influence, authority or control for a personal or ulterior motive or to the detriment of the other Relevant Person; or
 - (ii) sexual or intimate contact with the Relevant Person over whom they have power, influence, authority or control, including but not limited to where it has been implied there may be benefits or disbenefits to the Relevant Person.

5. Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- (a) conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or Flying Disc Sports into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or Flying Disc Sports;

- (c) make improper use of information acquired by virtue of their position in a Relevant Organisation or in any Team or Athlete selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- (d) do not comply with any of clauses 4(g) through 4(p), inclusive.

6. Other Matters

6.1 Complaints, Disputes and Discipline Policy

The AFDA Complaints, Disputes and Discipline Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

6.2 Application and commencement

- (a) The Code of Conduct is approved by the AFDA Board.
- (b) The Code of Conduct:
 - i. commences on the date outlined on the front cover (Commencement Date);
 - ii. is subject to AFDA's constitution (or other governing rules as applicable), and if there is any inconsistency, the constitution will prevail; and
 - iii. when in force, is binding on all Relevant Persons and Relevant Organisations.
- (c) Nothing in the National Integrity Framework and this Code of Conduct limits the rights or obligations of any person under any other Relevant Organisation policy, or other relevant agreement.
- (d) The National Integrity Framework and this Code of Conduct do not override or limit the application of any laws of Australia or a state/territory.
- (e) The 'Policy Intent' section (if applicable) at the start of each Relevant Policy is not intended to be and should not be construed in any way as a complete and comprehensive overview of that Relevant Policy. To the extent of any inconsistency, the operative provisions of that Relevant Policy prevail.

6.3 Amendment

In accordance with AFDA's constitution (or other governing rules as applicable), the AFDA board may amend the Relevant Policies as required, including to incorporate amendments notified to the AFDA by Sport Integrity Australia from time to time. Such amendments will be effective on the date specified by the AFDA board.

6.4 Interpretation

The following rules of interpretation apply to this Code of Conduct:

- (a) Headings are for convenience only and shall not be deemed part of the substance of the document or to affect in any way the language of the provisions to which they refer.
- (b) Words in the singular include the plural and vice versa.

- (c) Reference to 'including' and similar words are not words of limitation.
- (d) Words importing a gender include any other gender.
- (e) A reference to a clause is a reference to a clause or subclause of this Code of Conduct.
- (f) Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
- (g) If any provision of this Code of Conduct is determined invalid or unenforceable, the remaining provisions shall not be affected, and the document shall not fail because any part of it is held invalid.
- (h) Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Code of Conduct shall not be deemed to be a waiver of any such right nor operate to bar the exercise or enforcement thereof or of any other right on any other occasion.

6.5 Education

- (a) To assist Relevant Persons to understand this Code of Conduct and their rights and responsibilities, AFDA is responsible for developing and implementing an education plan addressing the content and subject matter of this Code of Conduct.
 - (b) A Relevant Organisation may, from time to time, direct certain Relevant Persons to undertake education, which will be relevant and proportionate to their level of participation in Flying Disc Sports and the associated integrity risks.
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