



Coogee Beach Volleyball Association

Code of Conduct

Last Updated: 26/08/2025

This code of conduct has been written in accordance with Play by the Rules' and Sport Integrity Australia's guidelines.

Safety and Wellbeing of Participants

- Prioritise the physical, emotional, and psychological safety of all participants.
 - *Example: Regularly check in with athletes about their wellbeing and create opportunities for them to express concerns.*
- Recognise and respect the rights, identities, and dignity of all participants, regardless of age, race, gender, ability, cultural background, sexuality, or religion.
 - *Example: Use inclusive language, acknowledge preferred pronouns and ensure all players feel valued, regardless of their ability or skills.*
- Be aware of and adhere to sport-specific injury management and return-to-play guidelines.
 - *Example: Do not allow/encourage participants to play when injured and/or against medical advice.*
- Actively reinforce the values of safety, inclusion and fun in your interactions with sport participants.
 - *Example: Consider including an activity or brief reflection prompt before practices or games about the club values.*
- Always use respectful and supportive language when engaging with players, parents, coaches, officials, or spectators.
 - *Example: Avoid using explicit, aggressive, or discriminatory language, as your behavior sets the standard for others.*

Coaching with Care

- Support each participant's individual growth, skill development, and confidence using positive communication.
 - *Example: Instead of saying "You're doing it wrong," try "Let's work on this technique together."*
- Ensure that drills, team discussions, and expectations are inclusive of participants with diverse abilities, communication styles, and cultural backgrounds.
 - *Example: Adapt coaching techniques to accommodate different needs rather than assuming a one-size-fits-all approach.*
- Create spaces where youth participants feel heard, valued, and included in decision-making.
 - *Example: Let players have input on team rules or training activities.*
- Commit to ongoing learning about best practices in coaching, safeguarding and inclusive practices.
 - *Example: Complete Sport Integrity Australia's Safeguarding Children and Young People in Sport Induction course.*

- Comply with NSW's requirements for working with children check.
- Encourage and create safe avenues for people to come forward with concerns and listen intently to any concerns they have.
 - *Example: Regardless of what they tell you, it's challenging for people to share unsafe experiences. Believe what they say, remind them they did the right thing in telling you and seek support for your next steps.*

Understanding Your Role and Influence as a Coach

- Use your position of authority responsibly.
 - *Example: Ensure all players receive equal opportunities to develop and engage in the sport, avoiding favouritism.*
- Encourage open communication by seeking feedback from youth participants about their experiences.
- Understand and maintain appropriate professional boundaries.
 - *Example: Communicate with players and parents in transparent and team-related contexts rather than privately.*
- Read and comply with our organisation's child safe policy.
- Be aware of what physical contact is appropriate and necessary for skill development, and ensure you actively seek consent.
 - *Example: Always ask permission before making any physical correction during training.*

Uphold the Integrity of Sport

- Lead by example, upholding the values of fairness, respect, and integrity.
- Recognise that children play sport primarily for enjoyment and social connections not for performance.
 - *Example: Celebrate small improvements and contributions, not just scoring goals.*
- Respect the decisions of officials in competition, administrators and board members, modelling positive behaviour.
- Acknowledge that there is a zero-tolerance approach regarding the consumption/use of alcohol, drugs, and substances.
 - *Example: Never consume alcohol while coaching.*
- Promote a harassment-free, discrimination-free, and culturally safe environment by proactively addressing racism (discrimination based on ethnicity), sexism (discrimination based on sex/gender), ableism (discrimination based on ability), homophobia (discrimination based on sexuality), and other forms of exclusion in sport.
 - *Example: Intervene if you witness bullying or exclusion among teammates.*

- Never advocate or condone the use of illicit drugs, performance-enhancing substances, or unethical competition practices such as match-fixing.

Breach of Code of Conduct Procedures

If you breach this code, CBVA will take the following steps:

Step 1: Educative response – you will be reminded of the expected behaviours and how your behaviours breached the code of conduct. You will be asked to review the policies and be directed towards relevant education as warranted.

Step 2: Written warning – A formal letter (warning) will be provided to the you, detailing the breach and any required corrective actions.

Step 3: Disciplinary action – Our organisation will explore the imposition of a suspension or termination under the rules of our club constitution or related policies.

The board is responsible for managing breaches of this code of conduct.

I have read and understood this Code of Conduct and are committed to upholding these principles as a member/coach of Coogee Beach Volleyball Association.

I agree to abide by this Child Safe Code of Conduct.

Name:

Signature:

Date: