

Athletics New Zealand Coaches Code of Conduct

December 2016

Application

This policy applies to all Athletics New Zealand registered coaches. This policy applies to the conduct of those coaches at all times they are engaged in coaching activities, including at any Athletics New Zealand, Centre or Club activities, programs, events and competitions.

This updated policy was approved by the Board of Athletics New Zealand on. It will be reviewed on an annual basis and may be amended, deleted or replaced.

Athletics NZ Registered Athletics Coach Declarations

1. All coaches should read the declarations.
2. Upon registering as an Athletics New Zealand Coach Member a coach confirms that they have read this code of conduct and agree to abide by its expected standard of ethical conduct.
3. If a coach is unable to complete the Declaration, they should contact the Coach Development Manager at Athletics New Zealand

Coaches Child Protection Declaration

Children have a fundamental right to be safe from any form of abuse while involved in sport or associated activities. This is a legal requirement as well as a moral obligation. Child protection requires a commitment from all levels in sport to ensure sporting environments are safe for all children. This includes an awareness of the requirements and risks, a commitment to practices that minimize the risks, and the ability to appropriately respond to incidents of child abuse.

The Athletics New Zealand Safe Sport for Children Guidelines outline expectations of members of the athletics community when engaging with children. Upon registering as an Athletics New Zealand Coach Member a coach confirms that they have read the Athletics New Zealand Safe Sport for Children Guidelines and agree to follow these guidelines.

Registered Athletics Coaches are advised to consult further with the specific requirements for working with Children that are of relevance to the Schools they are engaging with.

Athletics New Zealand Coaches Code of Conduct Policy

Expected Standard of Ethical Conduct

This Code of Conduct for registered athletics coaches is adopted from the International Association of Athletics Federations (IAAF) Code of Ethics for Coaches.

The basic principle is that ethical considerations leading to fair play are integral and mandatory elements of coaching athletics. These ethical considerations apply to all levels of ability and commitment, including recreational and competitive involvement in Athletics.

A coach is required to be a positive role model for athletes so they learn fair play and sportsperson-like behaviours. The role of the coach is therefore as an ambassador, educator and guardian of the ethical values of fair play within the sport of Athletics.

The coach's primary role is to facilitate the process of individual athlete development through achievement of athletic potential. This role accepts the athletes' long term interests are of greater importance than short term athletic considerations.

To fulfil this role an Athletics New Zealand registered coach must behave in an ethical manner, specifically in relation to the following points:

Athletes' Rights

- Coaches must respect basic human rights; that is, the equal rights of each athlete with no discrimination, whether on the grounds of gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, birth or other status.

Positive Role Model

- Coaches have a responsibility to influence the performance and conduct of the athletes they coach, while at the same time encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance.
- Coaches must respect the image of the coach and continuously maintain the highest standards of personal conduct, reflected in both the manner of appearance and behaviour. Coaches must never smoke while coaching or in the presence of athletes, nor consume alcoholic beverages so soon before coaching that it affects their competence or that the smell of alcohol is on their breath.
- Coaches must assert a positive and active leadership role to prevent any use of prohibited drugs or other disallowed performance enhancing substances or practices. This includes education of the athletes of the harmful effects of prohibited substances and practices.

Professional Responsibility

- Coaches will hold appropriate qualifications. Coaches will respect that coaching accreditation is an ongoing commitment, achieved through the upgrading of their knowledge by further participation in accredited programs, or workshops, as well as through practical coaching experience. Coaches also have a responsibility to share the knowledge and practical experience they gain.
- Coaches should cooperate with all individuals and agencies that could play a role in the development of the athletes they coach, including working with other coaches and where appropriate, sports science and sports medicine professionals.
- Coaches must exhibit an active respect for officials, by accepting the role of the officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules.
- Coaches will conduct all events according to the rules of Athletics New Zealand with the integrity of the sport and each athlete's performance in mind.

Relationship

- Coaches will always consider the physical and emotional well-being of an athlete and place these needs ahead of any other concerns, such as competition or training. Coaches will

discourage athletes from competing or training if there is likelihood that such competition or training could be detrimental to the athlete's physical or emotional well-being.

- Coaches must ensure that practical environments are safe and appropriate. This appropriateness must take into consideration the age, maturity and skill level of the athlete. This is particularly important in the case of younger or less experienced athletes.
- Coaches must acknowledge and recognise that all athletes have a right to pursue their athletic potential. A coach will recognise that a previous coach-athlete relationship may exist and that prior to taking on an athlete, all reasonable efforts have been made to ensure any previous relationship has ended in a 'professional manner'.
- Coaches must acknowledge that all coaches have an equal right to desire the success of the athletes they coach, within the rules. Observations, recommendations and feedback should be directed to the appropriate person outside the view or hearing of the public domain.
- Coaches will work in a spirit of cooperation with other coaches, officials and parents, assisting less experienced colleagues, and refraining from public criticism of other coaches.

Boundaries

- Coaches must be acutely aware of the power imbalance in coaching relationships and therefore avoid personal and sexual intimacy with athletes both during and following the coaching relationship.
- Coaches must ensure that any physical contact with an athlete is appropriate to the situation and necessary for the athlete's skill development.
- Coaches must refrain from, and refuse to tolerate in others, any form of harassment or abuse be it physical, verbal, mental or sexual.
- Coaches must be alert to any forms of abuse directed towards athletes from other sources while in their care.

Integrity

- Coaches must not act in any way that brings the sport of athletics, Athletics New Zealand, the IAAF or any other member organisation into disrepute.
- Coaches must acknowledge and respect the IAAF and Athletics NZ Rules of Competition. This respect should extend to the spirit as well as to the letter of the rules, in both training and competition, to ensure fairness of competitive opportunity between all athletes.
- Coaches must at all times, be honest and never allow their qualifications or experience to be misrepresented.

Any breach of this Code will be dealt with in accordance with the disciplinary procedures of Athletics NZ under its constitution and regulations which may include suspension or expulsion from membership.

Athletics New Zealand Coaches Code of Conduct Declaration

By registering as an Athletics New Zealand Coach Member the coach confirms that they have read the "Athletics New Zealand Coaches Code of Conduct Policy" and agree to abide by its Expected Standard of Ethical Conduct.