

AUF Code of Conduct

1. PURPOSE

The purpose of the Code of Conduct (Code) is to describe the type of behaviour which the Australian Underwater Federation (AUF) is seeking to promote and encourage its members and supporters to adopt.

2. GOVERNANCE

The code shall be known as Australian Underwater Federation Code of Conduct. The Code shall govern the conduct of all persons formally associated with underwater activities within Australia or whilst competing overseas. In particular, it shall apply to:

- 2.1.** Persons acting for and on behalf of the AUF
- 2.2.** Athletes, coaches, managers and support staff of the AUF.
- 2.3.** Persons participating in AUF sanctioned events.
- 2.4.** Officials, Commissaries and support personnel assisting or conducting AUF events.
- 2.5.** AUF appointed Delegates and employees of the AUF
- 2.6.** AUF office bearers, federal and state.
- 2.7.** AUF Commission office bearers, federal and state

3. KEY PRINCIPLES

3.1. The AUF wishes to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional well being and possessions, to ensure no damage or deprivation is caused to either.

3.2. The AUF wishes to operate in an environment that is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidatory or offensive environment. Refer to ASC Guidelines for Harassment-Free Sport.

3.3. The AUF wishes to operate in a non-discriminatory environment. Respect the right, dignity and worth of every human being - within the context of the activity; treat everyone equally regardless of gender, ethnic origin or religion.

3.4. Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by the AUF. If any disciplinary action is taken, persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.

4. KEY ELEMENTS

All persons who are bound by this code shall:

- Act in a manner which is compatible with the interests of the AUF;
- Accord people involved in underwater activities with the appropriate courtesy, respect and regard for their rights and obligations;
- Treat people's property with respect and due consideration of its value;
- Show a positive commitment to AUF policies, rules, procedures, guidelines and agreements;
- Respect the law and customs of the places they visit;
- Respect the confidentiality of information which they receive in the course of fulfilling their duties;
- Uphold the standing and reputation of the Australian Underwater Federation within Australia;
- Not misuse provided funds or property belonging to another party
- Observe and comply with the Anti Doping Rules set out in the CMAS Doping Policy.
- Adhere to statutory laws of Australia and any country visited

5. UNACCEPTABLE BEHAVIOUR

The following list provides examples of some behaviours deemed to be unsuitable and not in the best interests of the AUF. The list is not intended to be comprehensive, and accordingly it is up to ALL individuals subject to this code to ensure their behaviour is acceptable at all times, according to all reasonable definitions of the word acceptable.

- 'Sledging' other athletes, officials or event organisers. Sledging is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse.
- Excessive use of alcohol, acting in a way that becomes a public nuisance, or creating a public disturbance.
- Damaging another person's property or depriving them of that property.

- Sexual relations between an appointed official and a junior athlete (under the age of consent), irrespective of the wishes and desires of the athlete. In all other cases such relations are strongly discouraged.
- Any physical contact with athletes shall be appropriate to the situation and be necessary for the further development of the athlete's skill.
- The use or encouragement of the use banned substances. (The banned substance list is as outlined under WADA Anti-Doping Policy.)
- Making Statements that could be deemed to denigrate the group that an individual is representing.
- Any type of gambling, betting or organisation of betting at any underwater event, while competing, officiating or undertaking a management role.
- Any form of harassment.

For any breaches of this code, reporting of incidents or disciplinary actions please refer to the AUF Constitution, Section 50.