

# Melbourne Lacrosse Academy

## Code of Conduct Policy

<b>Date created:</b>	11/12/2024
<b>Audience:</b>	All coaches, staff, players and affiliates of the Melbourne Lacrosse Academy
<b>Version:</b>	2025:1
<b>Purpose of Document:</b>	To outline the Child Safe Policies
<b>Review:</b>	<ul style="list-style-type: none"><li>12/12/2025</li></ul>
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<b>Contents:</b>	<b>Document(s)</b> Code of Conduct Policy

# MELBOURNE LACROSSE ACADEMY

## CODE OF CONDUCT POLICY

### 1. INTRODUCTION

- 1.1. The Melbourne Lacrosse Academy (MLA) Code of Conduct ('the Code') encourages appropriate standards of behaviour to enable all in the MLA to experience a safe, welcoming and inclusive program. The Code is closely aligned with Sport & Recreation Victoria's Fair Play Code (September 2022). The MLA is committed to playing its role in improving the integrity of Victorian sport & recreation, and is committed to the principles of the Code.
- 1.2. The Code is guided by the five principles of Integrity, Safety, Respect, Fairness, and Responsibility. It provides an overview of the expected behaviours for everyone involved in activities sanctioned by the MLA, inclusive of competition, training, and administrative activities occurring at all levels.
- 1.3. Should a person wish to make any enquiries in relation to this Policy, please contact the MLA (Colby Zaph, [info@melbournelacrosseacademy.com](mailto:info@melbournelacrosseacademy.com)).

### 2. RESPONSIBILITIES

- 2.1. **Parents/Guardians.** Be informed about, abide by, and drive compliance with the Code. Educate children about the importance of demonstrating Code behaviours and model these behaviours at all times. Report any potential breach of the Code.
- 2.2. **Athletes.** Ask an adult, such as a parent/guardian, or Centre representative about the Code and abide by the principles. Report any potential breach of the Code to a parent/guardian or responsible adult.
- 2.3. **Coaches, Officials, committee members, volunteers, Club/Centre/Region/State members.** Be informed about, abide by, and drive compliance with the Code. Promote the code to all participating in sanctioned MLA activities, such as competition, training, meetings, social events, communications etc. Report any potential breach of the Code.
- 2.4. **Directors, contractors and employees.** Be informed about, abide by, and drive compliance with the Code. Promote the code to all participating in sanctioned MLA activities, such as competition, training, meetings, social events, conferences, communications etc. Report any potential breach of the Code.
- 2.5. **Spectators.** Abide by the Code when attending MLA activities. Report any potential breach of the Code.

### 3. PRINCIPLES

- 3.1. The Code of Conduct outlines a set of guiding principles on expected standards of behaviour for every person involved in activities sanctioned by the MLA. All should demonstrate the principles of integrity, respect, responsibility, fairness and safety in everything they do.
- 3.2. **Integrity.**
  - 3.2.1. Being honest, fair, respectful, trustworthy, reliable, open and transparent in dealings with others.
  - 3.2.2. Avoiding real or perceived conflicts of interest.
  - 3.2.3. Striving to earn and sustain a high level of community trust and goodwill.

- 3.2.4. Not engaging in, and advocating for the possession of, and use of banned performance-enhancing substances or methods, or illicit drugs.
- 3.2.5. Not participating in or encouraging of actions that may jeopardise the integrity of the MLA including cheating, illegal sports betting and other forms of corruption.

### **3.3. Respect.**

- 3.3.1. Being Treating all involved in activities sanctioned by the MLA in a considerate, objective and courteous manner with proper regard for their rights, dignity and worth.
- 3.3.2. Refraining from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, sex, disability, sexuality, gender identity or religion.
- 3.3.3. Recognising and valuing the contribution of all involved in activities sanctioned by the MLA, including coaches, parents, administrators and volunteers who give up their valuable time to make the MLA possible.

### **3.4. Responsibility.**

- 3.4.1. Considering and accepting the consequences of one's actions and decisions.
- 3.4.2. Being a positive role model by displaying self-control, respect, care and diligence towards all involved in sanctioned MLA activities.
- 3.4.3. Complying with the Victorian Child Safe Standards (2022) and the MLA Child Safe Policy.
- 3.4.4. Understanding the consequences of Code of Conduct breaches and reporting as appropriate.

### **3.5. Fairness.**

- 3.5.1. Behaving in accordance with policies of the MLA.
- 3.5.2. Being informed, consistent and impartial, just and reasonable in dealings with others.
- 3.5.3. Being a 'good sport' inclusive of encouraging and praising fair play over winning at all costs.
- 3.5.4. Ensuring a 'fair go' for all to be involved in sanctioned MLA activities.

### **3.6. Safety.**

- 3.6.1. Providing a safe, welcoming and inclusive environment that prioritises the health, welfare and wellbeing of participants.
- 3.6.2. Taking reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate for the age and ability of participants.
- 3.6.3. Being aware of and supporting policies and practices in relation to injury management, returning to participation, adverse weather and member protection and child safeguarding.
- 3.6.4. Showing concern and caution for others who may be sick or injured and directly reporting any safety issues to appropriate authorities without delay.

## **4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS**

### **4.1. This Policy must be read in conjunction with:**

- 4.1.1. The Fair Play Code Guidelines, Sport & Recreation Victoria, September 2022;
- 4.1.2. The MLA Child Safe Policy

## **5. POLICY BREACHES**

- 5.1. It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have done anything contrary to this policy. Any person who may breach this policy is subject to dismissal from the MLA, pending full investigation.

## **6. POLICY PROMOTION**

- 6.1. This policy will be made available to all members via the website, [www.melbournelacrosseacademy.com](http://www.melbournelacrosseacademy.com).
- 6.2. This policy will be communicated to all staff and contractors via email.
- 6.3. References to this policy will be included in documentation provided to all officials that represent the MLA.

## **7. REVIEW PROCESS**

- 7.1. This policy will be reviewed by the MLA on an annual basis.
  - 7.2. If you would like to provide the MLA with any feedback or suggestions to improve this policy, please contact the MLA (Colby Zaph, [info@melbournelacrosseacademy.com](mailto:info@melbournelacrosseacademy.com)).
  - 7.3. In addition to the regular review of this policy, recommendations for changes to the policy may be submitted to the MLA for consideration at any time. In the event that changes are accepted, the policy will be updated, and circulated to all stakeholders via the webpage, bulletin and other appropriate communication channels.
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