



MaristCollege
Canberra

TOGETHER, WE CREATE FINE YOUNG MEN

CODE OF PROFESSIONAL CONDUCT

FOR COACHES AND VOLUNTEERS

Informed by the values inherent in the Gospels and by the characteristics of Marist education, Marist College Canberra upholds our particular core values of faith love, justice, compassion and hospitality.

We act as professional people at all times, respecting boundaries and accepting responsibility for our own behaviour.

We recognise our duty of care requirements towards those for whom we are responsible and provide a safe and secure environment.

We treat people with dignity and respect, offering support and encouragement.

We value each other and our College.

We value the contribution that you make to the Marist community. It is our intention that this document supports you in your role as a coach or volunteer.

The well-being of the children and students in our care is our ultimate reference point in following our Code of Professional Conduct and we all share that responsibility.

If you have any concerns regarding students in your team or under your supervision please contact the Head of Sports or your coordinator.

Always....

- Be caring, compassionate and friendly, yet maintain appropriate and ethical boundaries
- Treat people with respect
- Speak and communicate in ways that honour the dignity of people
- Honour the special position of trust we hold with students
- Communicate clearly – be respectful, courteous and professional
- Offer praise and congratulations in a consistent manner
- Discuss with an immediate supervisor or the Head of Sport any concerns about a student
- Be vigilant, punctual and prudent when providing supervision
- Seek immediate advice and medical intervention in cases of illness or accident
- Respect the privacy of students
- Maintain the highest levels of confidentiality towards information to which you are privy as employees.

Never....

- Allow a personal relationship/friendship to develop with a student
- Engage in any sexual or intimated behaviour with a student

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- Use obscene and/or sexual language, gestures or jokes
- Touch inappropriately or initiate physical affection with students
- Possess, distribute or display pornography
- Transmit, pass on, or condone explicit, offensive, racist or harassing jokes or other materials
- Permit or condone student's use of tobacco, illicit drugs or alcohol
- Be under the influence of alcohol at any function while students are under your care or supervision
- Show favouritism to groups or individuals
- Allow individuals to overstep boundaries
- Share personal information with students
- Make personal or sexual comments to students
- Discuss matters of a sexual nature relating to your own life
- Use sarcasm, threats, verbal abuse or attempt to intimidate or coerce
- Use corporal punishments, physical means, harsh punishments, ill-treatment or verbal abuse to discipline or force compliance
- respond to physical affection that may occur when alone with a student

Coaches, in particular are responsible for

- Providing a safe environment for players and participants (including officials, parents, team and club members, and opponents) that is free from discrimination, harassment and verbal or physical abuse
- Treating all players and participants fairly, with respect and dignity, regardless of gender, race, religion, sexual orientation, political beliefs, socio-economic status, athletic potential or any other condition
- Ensuring any physical contact with players is appropriate to the situation and necessary for the player's skill development
- Being acutely aware of the power they have as a coach and the trust the players have in them; avoiding any situation with players that could be construed as compromising, inappropriate or intimate
- Developing the sporting skills, knowledge and experiences of players and participants
- Ensuring they provide all athletes equal time, attention and sporting opportunities wherever possible
- Maintaining an uncompromising adherence to their sport's standards, rules, regulations, codes and policies and encouraging players to do likewise. Coaches must accept the letter of, and the spirit of, the rules.
- Accepting and respecting the role of officials and encouraging players to do likewise
- Understanding and complying with state and federal child protection requirements
- Not using their involvement with the sport, a member association or an affiliated club to promote their own beliefs, behaviours, practices where these are inconsistent with those of the College
- Refraining from any behaviour that may bring the College into disrepute
- Providing feedback to players and other participants in a manner sensitive to their needs and avoiding overly negative feedback
- Maintaining and improving coaching skills and qualifications through development, training and education opportunities

All coaches and volunteers must hold current Working with Vulnerable People Registration.

Some definitions:

Child(ren) means a person(s) under the age of 18

Personnel/staff means a person or persons engaged at Marist College whether paid or unpaid to provide ministry or services to young people

Student means a student at this College

Immediate Supervisor means the person in the College to whom you report. This may be a Head of Department, House Dean, Coordinator, Manager, Head of Sports, Assistant Heads of School, Head of Senior School or Headmaster.