



COMBAT — AUS —

CODE OF CONDUCT

Policy Name:	Code of Conduct
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Policy Coverage:	Conduct expectations, excluding Prohibited Conduct under the National Integrity Framework
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1. Background

- 1.1. CombatAUS is committed to promoting and strengthening the positive image of combat sports and its Participants in Australia and to ensure that everyone involved in CombatAUS Activity is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in CombatAUS Activity is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3. This Code of Conduct:
 - (a) Prescribes Prohibited Conduct;
 - (b) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.4. The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

2. Definitions

In this Policy the following words have the corresponding meaning:

Activity means a Sport contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by CombatAUS.

Authorised Provider means any Relevant Person or Relevant Organisation authorised to conduct an Activity.

Code of Conduct means this Code of Conduct.

CombatAUS means the Combat Institute of Australia Limited.

Member Organisation means a member of CombatAUS under its constitution.

National Integrity Framework means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by CombatAUS.

Participant means:

- (a) Athletes under an executed Athlete Agreement with CombatAUS, or athletes who gain approval to participate in CombatAUS Activity;
- (b) Coaches appointed to train an Athlete or Team in any CombatAUS Activity;
- (c) Administrators who have a role in the administration or operation of CombatAUS, including directors, committee members, volunteers or other persons;
- (d) Officials including referees, umpires, technical officials, or other officials appointed by CombatAUS as part of any CombatAUS Activity;
- (e) Support personnel who are appointed in a professional or voluntary capacity by CombatAUS, including sports science/sport medicine personnel, team managers, selectors, and team staff members.

Prohibited Conduct means the conduct proscribed at clause 5.1 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) CombatAUS;
- (b) Member Organisation;

- (c) Authorised Provider;
- (d) Team, which means any collection or squad of athletes who compete and/or train under the direction or supervision of CombatAUS; and
- (e) Any other organisation that has agreed to be bound by this Policy.

Relevant Person means any of the following individuals:

- (a) A Participant;
- (b) An Employee;
- (c) A Contractor;
- (d) A volunteer, which means any person engaged by CombatAUS in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, officials, coaches, administrators and team and support personnel; and
- (e) Any other individual who has agreed to be bound by this Policy.

3. Jurisdiction

3.1. To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2. When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a National Integrity Framework policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must abide by the agreed CombatAUS Behaviours, and:

- (a) Act and operate respectfully, within the rules and spirit of combat sports;
- (b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (e) Accept and respect the authority of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether in or out of competition;
- (f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the CombatAUS National Integrity Framework, namely:
 - (i) The National Integrity Framework document;
 - (ii) The Member Protection Policy;
 - (iii) The Child Safeguarding Policy;
 - (iv) The Competition Manipulation and Sport Wagering Policy; and
 - (v) The Improper Use of Drugs and Medicine Policy;

[Prohibited Conduct under the National Integrity Framework includes, without limitation:

- *Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;*
- *Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks;*
- *Improper manipulation of the result or course of a Sport activity or betting on a Sport activity;*
- *Inappropriate disclosure of inside information;*
- *Use, possession or trafficking of illegal drugs; and*
- *Non-compliance with certain requirements relating to medications, injections and supplements.*

Relevant Persons and Relevant Organisations should refer to the National Integrity Framework policies for a full list of Prohibited Conduct captured by the National Integrity Framework and detailed descriptions of such Prohibited Conduct.]

- (i) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (j) Not engage in behaviour that is:
 - (i) drunk and disorderly;

- (ii) public or domestic violence;
- (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
- (iv) unlawful or unsafe;
- (k) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (l) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (m) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (n) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

5. Prohibited Conduct

5.1. A Relevant Person commits a breach of this Code of Conduct when they:

- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or CombatAUS into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or CombatAUS;
- (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- (d) Do not comply with any of clauses 4(i) through 4(n), inclusive.

5.2. Conduct that is alleged Prohibited Conduct under the National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.

6. Conduct and Disciplinary Policy

Subject to clause 5.2, the CombatAUS Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.