



AUSCYCLING

**COACH & INSTRUCTOR
CODE OF BEHAVIOUR**

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1. Purpose

The purpose of the AusCycling Coach and Instructor Code of Behaviour (Code) is to describe the type of behaviour, which AusCycling expects of its accredited coaches and instructors.

2. Governance

The Code shall govern the conduct of all persons formally associated with all disciplines of cycling in Australia and shall apply to AusCycling accredited:

- Coaches
- Instructors

3. Code of Behaviour

The codes of behaviour and responsibilities outlined below for coaches, instructors and teachers are in addition to the general code of conduct, the codes of behaviour outlined in the AusCycling Child Safe Sport Commitment, Child Safe Sport Code of Behaviour and the Member Protection Policy.

3.1. Regulations and Policies

- Abide by, implement and enforce the Code of Behaviour, Child Safe Sport Commitment/ Code of Behaviour and other policies, rules and regulations of AusCycling.
- Accept any judgements made by AusCycling and/or its agents.
- Operate within the rules, guidelines and spirit of all cycling disciplines, promoting fair play over winning at all cost.
- Promote zero-tolerance to doping and drugs in sport in accordance with *AusCycling's Anti-Doping Policy* and in consultation with Sport Integrity Australia. Refer to AusCycling website www.auscycling.org.au
- Promote an environment that is free of harassment in accordance with the Sport Australia *Harassment Free Sport Guidelines*. Refer to Sport Australia website www.sportaus.gov.au
- Abide by and promote safe cycling across all disciplines in accordance with the laws, regulations and guidelines as stipulated by the relevant authorities in the applicable State/Territory (including but not limited to road/traffic authorities, working with children check legislations, education departments, venue managers, land managers/ owners, local government authorities and other stakeholders). You accept the responsibility of being up to date with these laws, regulation and requirements and understand that there are some variations in the laws and regulations between each State/Territory.

3.2. Professionalism and Integrity in Coaching and Instructing

Respect

- Be fair, considerate and honest with participants and athletes.
- Display control, respect, dignity, professionalism and courtesy to all involved in all forms of cycling.
- Respect the talent, development stage and goals of participants and athletes.

Inclusiveness

- Promote an environment that is free of any discriminatory practices. Within the context of the activity, treat everyone equally regardless of gender, race, (including colour, nationality and national or ethnic origin), sexuality, religion, political belief or activity, age, marital or relationship status, pregnancy, impairment or disability.
- Treat all participants and athletes as individuals who are deserving of equal attention and opportunities.

Encouragement

- Ensure the participant's/ athlete's time with you is a positive and rewarding experience.
- Help each participant/ athlete reach their full potential.
- Encourage your participants/athletes to demonstrate control, respect, dignity, professionalism and courtesy to those involved in all disciplines of cycling.

Behaviour

- Commit to providing a quality service to your participants/ athletes.
- Be honest and do not allow your qualifications to be misrepresented.
- Be professional and accept responsibility for your actions.
- Display high standards in your language, manner, punctuality, preparation and presentation.
- Refrain from using your AusCycling accreditation or affiliation to seek any benefit or influence that may be perceived to be immoral, improper or unfair.

- Refrain from any form of harassment (including but not limited to sexual or racial harassment) or personal abuse (including but not limited to verbal, physical and emotional abuse) towards participants, athletes, officials and other stakeholders.
- Be alert to any forms of abuse between your participants/ athletes and/or directed towards your participants/ athletes.
- Any physical contact with participants/ athletes shall be appropriate to the situation and necessary for the further development of the participant's/ athlete's skill.
- Refrain from initiating inappropriate intimacy or a relationship with a participant/ athlete and discourage any attempt by a participant/ athlete to initiate inappropriate intimacy or a sexual relationship with you.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in supervisory capacity or where a power imbalance will exist) with athletes under the age of 18 years.

3.3. Positive Representation of AusCycling

- Represent AusCycling and all forms of cycling in a professional manner without bringing cycling as a whole into disrepute.
- Be clear and publicly disclose to others the expectations of AusCycling coaches and instructors.
- Positively promote AusCycling and its coach and instructor accreditation program and the delivery of AusCycling sessions and programs.
- Positively promote AusCycling and ensure the appropriate and authorised use of coaching and instructing tools, logos, resources and materials.
- Recognise that the licensed Property and all documents produced by AusCycling, including without limitation manuals, codes of conduct and forms (AusCycling Material) are the property of AusCycling. AusCycling reserves all rights in all AusCycling Material, including intellectual property rights. Any reproduction of any AusCycling Material requires AusCycling's prior written consent.

3.4. Programs and Participation

- Instruct and coach within the limits of competence and remit as deemed by the AusCycling qualifications held.
- Ensure equipment, training and the environment are appropriate to the age, level of fitness and skill of the participant/ athlete.
- Provide planned, balanced and sequential program of skill development and bike safety based on individual participant/ athlete needs and where appropriate, provide a modified training program.
- Maintain appropriate records and adhere to the record management instructions as stipulated by AusCycling and involved stakeholders.
- Provide equal opportunity for all to learn discipline specific, road safety and survival skills notwithstanding individual differences and needs.
- Modify the program to cater for those with disabilities, children, adult learners and those with injuries.
- Maintain coach and/or instructor accreditation at all times including screenings and memberships.
- Deliver programs only to members of AusCycling or approved non-members based on a coach's accreditation remit and insurance coverage.

3.5. Safety

- Follow policies and guidelines as stipulated by AusCycling relating to safety and coaching ratios, emergency procedures and duty of care towards others. (Appendix One)
- Provide a safe environment and do not expose your participants/ athletes to unnecessary risks.
- Ensure equipment and facilities meet safety standards.
- Show concern for the health, safety and welfare of participants, athletes, colleagues and stakeholders.
- Encourage participants/ athletes to seek medical advice if injured or behaviour requiring medical attention is observed. Allow participant/ athlete further development only when and where appropriate, based on medical advice.
- Abide by established laws, regulations and standards for road safety relating to cycling and coaching.

3.6. Coach and Instructor Expectations

AusCycling accredited Coaches and Instructors can expect to:

- Be treated with respect and openness
- Have access to professional development opportunities
- Teach/coach/instruct at a level appropriate for their level of accreditation.

3.7. Breaches, Complaints and Grievances

- I agree to respond to any complaints professionally and in a timely fashion.
- I acknowledge that AusCycling may take disciplinary action against me if I breach this Code of Behaviour which may include suspension or termination of AusCycling coaching or instructing accreditation.
- I understand that AusCycling is required to implement a complaint handling procedure in accordance with the principles of natural justice, in the event of an allegation against me. Refer to the AusCycling website www.auscycling.org.au for the applicable policy OR refer to AusCycling for further information.

4. Relevant Documents

This Code does not operate in isolation and must be read in conjunction with the following AusCycling policies.

Child Safe Sport Commitment

Child Safe Sport Code of Behaviour

General Code of Behaviour

Member Protection Policy

Appendix 1 – Duty of Care

The law determines the rights of a citizen in a particular situation within our society. As cycling and other sports become more professional, the participants involved will begin to turn to the courts to protect their rights.

The sport of cycling and its clubs have an obligation to provide an environment that ensures the safety and wellbeing of every member, free from harassment and discrimination.

As the responsible person supervising and controlling an AusCycling coaching or instructing session, the coach/instructor is expected to discharge a duty of care to all associated or interacting with the coaching or instructing session or activity.

A coach/instructor needs to ask the following questions when undertaking any activity associated with the coaching/instructing session.

Do I owe a duty of care to the participant and if so, is the risk of any injury reasonably foreseeable?

A duty of care depends on establishing some relationship between the parties. If an injury occurs, the courts will ask whether the relationship between the parties was such that the defendant should have foreseen that his or her negligent act would lead to the damage suffered by the participant.

Although the question needs to be answered for each situation, it would be reasonable for the coach/instructor to assume that they do owe a duty of care to their riders who are participating in a coaching/instructing session they are holding.

What is the standard of care that must be achieved?

The test for the required standard of care is how a reasonably prudent person would have acted in the same situation. The law has developed this reasonable person test but what is reasonable will depend on the particular circumstances existing at the time. For example, the standard may vary depending upon:

- The type of activity – generally, the more hazardous or risky the activity is deemed to be, the greater the duty of care that is owed to the participant
- The age of the participant – generally, the younger the participant, the greater the duty of care that is owed.
- The coach/instructor level of training and experience – the more highly trained and experienced a person is the greater standard of care that is expected. For example, a higher standard of care would be expected from a Talent Coach than a Community Instructor.
- What steps can I take to avoid the foreseeable risk of harm or injury?
- Coach/instructors should take all reasonable steps to prevent injury or accidents. To help establish their 'reasonable steps', a coach/instructor should work within their own, their Club's and AusCycling's Risk Management Plan (including Accident Report Form, Track Inspection Guide and similar) for the coaching/instructing program or activities being conducted.

Accepting a coaching/instructing position, whether voluntary or paid, has a legal responsibility to provide riders with the utmost care. Accidents will inevitably occur; however, it is the coach/instructor's responsibility to minimise the risk of these occurring and to provide immediate care and attention if an accident occurs.

END

LET'S RIDE TOGETHER