



Code of Conduct Policy

Policy Authorised by:	Dr Phil Hamdorf	Original Issue:	7 th June 2024
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Policy Maintained by:	Dr Phil Hamdorf	Next Review:	26 th May 2028

1. Purpose

ASAPD is committed to promoting inclusive sport and physical activity and upholding the highest standards of integrity, safety and professionalism.

This Code of Conduct sets out the standards of behaviour expected of all persons associated with ASAPD and supports compliance with the National Integrity Framework.

2. Scope and Application

2.1 Who this Code Applies To

This Code applies to all **Relevant Persons**, including:

- Employees
- Volunteers (including Directors and office holders)
- Contractors
- Any person who has agreed to be bound by this Code

2.2 When this Code Applies

This Code applies to conduct:

- In connection with ASAPD or any Relevant Organisation
- During participation in any activity
- In interactions with other Relevant Persons
- In any setting (including online or social media) where the conduct may reasonably impact ASAPD's reputation, operations or relationships

2.3 Relationship with Other Policies

This Code operates alongside the National Integrity Framework developed by Sport Integrity Australia.

Where conduct is captured under the National Integrity Framework those policies will apply.

3. Expected Standards of Behaviour

Relevant Persons must:

3.1 Integrity and Ethics

- Act honestly, fairly, and with integrity
- Be accountable for their actions
- Comply with all applicable laws and policies

3.2 Respect and Safety

- Treat all people with dignity, respect and fairness
- Promote a safe, inclusive, and welcoming environment
- Not engage in bullying, harassment, discrimination or abuse

3.3 Professional Conduct

- Maintain appropriate and professional relationships
- Comply with reasonable directions of authorised representatives
- Act in a manner that supports the effective and safe delivery of Activities

3.4 Health and Safety

- Take reasonable care for their own safety and the safety of others
- Not engage in unlawful, unsafe or disorderly conduct

3.5 Confidentiality and Information Use

- Protect confidential and sensitive information
- Not misuse information for personal or third-party benefit

- Maintain confidentiality during and after their involvement with ASAPD

3.6 Integrity in Sport

Relevant Persons must not engage in conduct prohibited under the National Integrity Framework, including:

- Abuse, harassment or discrimination
- Child abuse or grooming
- Competition manipulation or betting-related misconduct
- Improper use of drugs or medications

3.7 Reputation and Public Conduct

Relevant Persons must not:

- Engage in conduct that a reasonable person would consider likely to damage the reputation, integrity or standing of ASAPD or its members
- Make public or social media comments that are harmful, misleading or inconsistent with ASAPD values

4. Child Safety

ASAPD is a child-safe organisation with zero tolerance for child abuse.

Relevant Persons must:

- Comply with all safeguarding policies and legal obligations
- Promote the safety, wellbeing and rights of children
- Report any concerns or allegations in accordance with ASAPD procedures

5. Prohibited Conduct

A breach of this Code occurs where a Relevant Person:

- Engages in conduct that undermines the safe and fair conduct of Activities
- Misuses their position or information for personal gain or to cause harm
- Fails to comply with expected standards of behaviour outlined in this Code
- Engages in conduct prohibited under the National Integrity Framework

6. Complaints, Disputes and Discipline

All alleged breaches of this Code will be managed in accordance with the **National Integrity Framework Complaints, Disputes and Discipline Policy**.

Matters will be handled in accordance with principles of procedural fairness, including:

- The right to be informed of allegations
- The opportunity to respond
- Impartial decision-making

7. Reporting Obligations

Relevant Persons are encouraged to report any suspected breaches of this Code.

Reports may be made in accordance with applicable policies, including the Whistleblower Policy where relevant.

8. Review

This policy will be reviewed at least every two (2) years or earlier if required.