



<b>Code of Conduct Policy</b>	Approval Date:	27 April 2023
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## Code of Conduct

The Code of Conduct ensures that all competitors, members, spectators, officials, volunteers and any and every person acting on behalf of Mackay and District Kart Club or involved with, have a very clear understanding of the behaviour that is expected from everyone and to make it clearly understood that breaches of these codes will result in disciplinary action.

Equally every member and visitor plays a part in ensuring their actions and behaviours are supportive of these values. As a club we all have a responsibility to ensure participation at any event is free of any anti-social behaviour both on and off the track which prevents others from being involved and enjoying their time with the club.

Remember that officials, executives and others who are involved with running the club on race days and on a day to day basis are volunteers who are giving up their free time to help out the club as a whole. These people have a right to do so in a safe, respectful environment free from abuse, intimidating and anti-social behaviour. It is a condition of club membership and participation at events that you accept and abide by the club's Code Of Conduct and the spirit with which it is written. Failing to abide by the rules of the code will result in penalties which can include membership suspension and exclusion from events. Continued breaches of the Code can result in club membership being permanently withdrawn.

## The Spirit of the Code of Conduct

Every person: spectator, club member, official, participant, administrator, parent, executive/committee or member of the community involved with the sport, should work to ensure:

- Inclusion of every person regardless of their age, gender or sexual orientation that promotes an inclusive and safe environment for all
- Inclusion of every person regardless of their race, culture or religion
- Respect is shown towards others, the club and the broader community
- Elimination of intimidating, violent and abusive behaviour
- Protection from sexual harassment or intimidation
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion
- Cooperate with fellow members, committee and officials
- Support, encourage and involve all competitors regardless of their talent levels
- Always consider the wellbeing and safety of all participants before performance and results



- Encourage participation to value their performance not their results
- Encourage and guide participants to accept their responsibility for their own performance and behaviour both on and off the track
- Maintain respectful and appropriate relationships with all participants
- Promote the positive aspects of the sport (eg/ fair play)
- Always respect the official's decision and support them to carry out their role
- Display consistently high standards of good sporting behaviour

## **Karters**

- Adhere to the principles of fair racing and always race by the rules, respecting the traditions of the race and the spirit of competition
- Respect the rights and dignity of every person, opponents, coaches and officials and never engage in behaviour that abuses, provokes or harasses others
- Respect the decision of officials and never argue with them
- Always compete to the best of your abilities and participate for enjoyment, not results
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others
- Care for the equipment and facilities made available during training/practice and competition
- Always consider the safety and wellbeing of other participants before performance and results
- Never engage in inappropriate conduct including the use of offensive language
- Never compete under the influence of drugs or alcohol
- Do not drive in a manner to cause harm or intentional conflict to other opponents and competitors

## **Officials and Volunteers**

- Respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse
- Always ensure the safety and wellbeing of competitors above all else
- Maintain respectful and appropriate relationships with every person, especially to the competitors
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions
- Avoid situations that may lead to or call into question conflict of interest
- Avoid engaging in verbal communication with coaches, officials, parents and spectators during races except in instances of medical emergencies or to call out acts of unethical behaviour



- At all times act as a role model for others, displaying high standards of good sporting behavior
- Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity
- Adhere to the rules of the sport and the principles of fair racing, ensuring that the spirit of competition is respected by all competitors, coaches and officials

## **Members, Parents and Spectators**

- Never engage in inappropriate conduct including the use of offensive language
- Encourage karters to compete by the rules and to show respect to coaches, officials and opponents at all times
- Respect the rights and dignity of every person including competitors, coaches, officials, parents and spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others
- Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Call out and refer to club authorities all acts of unethical behavior, whether from competitors, coaches, officials, parents or spectators
- Participate in positive cheering that reinforces and encourages participant efforts

## **Committee (Executive) Members**

- Promote and respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation and ensure that the club promotes a safe and inclusive environment
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with any laws, the principles of fair racing and the standards of safe and inclusive sport
- Protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions
- Make decisions in the best interests of the club members and the sport
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment and abuse
- Ensure that all competitors, coaches, officials, parents and spectators place wellbeing and enjoyment ahead of performance and outcomes
- Create pathways that support karters, coaches, volunteers and officials to improve their skill development



- Provide equal opportunities for all competitors, coaches and officials to participate, regardless of their gender, ability or cultural background
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Never engage in inappropriate conduct including the use of offensive language, whilst in an official capacity
- Attend committee and general meetings or forward their apology prior to the meeting
- Not take advantage of their position on the committee in any way
- Be honest in their duties
- Adhere to legislative requirements of the club

## **Breaches of the Code:**

Once a breach has been confirmed through an appropriate assessment process by the current executive members of the club, disciplinary action may result in but not limited to membership being withdrawn, ban from the grounds, withdrawal of privileges.

The following includes, but is not limited to, behaviours that are considered breaches of the Code:

- Violent or abusive behaviour towards another person, whether in person, by telephone, via email, social media or by any other form of communication
- Vilification (slander, ridicule etc) of any kind towards another person, whether in person, by telephone, via email, social media or by any other form of communication
- Inappropriate behaviour
- Any behaviour that is considered to be to the detriment of the club or the sport of Karting
- Cyber bullying
- Discrimination against another person based on their age, gender or sexual orientation
- Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristics
- Sexual harassment or intimidation of another person
- Victimisation of another person for exercising their rights through the Code of Conduct
- Failure to maintain a safe environment

## **Complaints**

The following options are available to you, if you are having any issues relating to the above matter. Put your issues in writing and either email them to the club secretary at [secretary@mackaykartclub.com](mailto:secretary@mackaykartclub.com) or bring them along with you to a general meeting where it can be discussed in an open and transparent manner. If it is a sensitive or confidential matter you can request to meet in person with the executive at an appropriate time. Emails sent to executives' personal email addresses will be deleted without being opened.