

BOX HILL ATHLETIC CLUB INC COACHES CODE OF CONDUCT

The Box Hill Athletic Club supports the recruitment, development and training of coaches in the full range of track and field events.

The Club provides the following financial support to Club Coaches:

- reimbursement of Australian Track and Field Coaches Association (AT&FCA) membership fees,
- reimbursement of coaches' insurance premiums,
- payment of registration fees with Athletics Victoria.

Club Coaches are defined as individuals who coach a group of Athletes at Hagenauer Reserve on a regular basis or members of the club who coach Box Hill athletes.

Club Coaches are expected to comply with the following Code of Conduct:

1. The coach's primary role is to facilitate the process of individual development through achievement of athletic potential. This role accepts the athletes' long term interests as of greater importance than short-term athletic considerations, however long term planning should incorporate participation by the athlete in Club competition. To fulfil this role, the coach must behave in an ethical manner within the guidelines set forth in the rest of this code.
2. Coaches must respect the basic human rights of each athlete with no discrimination on the grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a minority group or other status.
3. Coaches should establish goals and targets with each of their athletes. They should prepare training plans following discussions with each athlete to enable them to reach their goals and meet intermediate targets that have been set.
4. Coaches must respect the dignity and recognise the contribution of each individual. They must ensure that the practical environments are safe and appropriate. The appropriateness must take into consideration the age, maturity and skill level of the athlete. This is particularly important in the case of younger or less developed athletes.
5. Coaches should maintain regular contact with their athletes and follow up with athletes who fail to attend planned training sessions and/or races.
6. Coaches should obtain at least Level 1 coaching qualifications through the AT&FCA. Coaches should respect that the gaining of coaching qualifications is an ongoing commitment, achieved through the upgrading of knowledge by attendance at accredited courses and through practical coaching experience.
7. Coaches should maintain a current personal indemnity insurance policy to cover themselves should legal action result from injury or illness to any of the athletes that they coach.
8. Coaches should encourage all athletes that they coach to become members of the Box Hill Athletic Club and to compete for the Club.
9. Coaches are encouraged to hold at least one coaching session per week at Hagenauer Reserve, Box Hill.
10. Coaches should encourage their athletes to compete regularly for the Club in Athletics Victoria competition and to ensure that all of their athletes are qualified to compete in both the Venue and Association Finals and are available to compete at the Australian Club Championships.
11. Coaches must acknowledge and respect the Rules of Competition. This respect should extend to the spirit as well as the letter of the rules, in both training and competition, to ensure the fairness of competitive opportunity between all athletes.
12. Coaches must exhibit an active respect for officials, by accepting the role of the officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules. Coaches should promote a culture of good sportsmanship to their athletes.

13. Coaches must accept final responsibility for the performance and conduct of the athletes they coach, while at the same time encouraging the independence and self determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance.
14. Coaches should work openly with other coaches, use expertise of sports scientists and sports physicians, and display an active support for the Club, Athletics Victoria, Athletics Australia and the IAAF.
15. Care for the track, and consideration of others is a key responsibility of coaches. It is expected that coaches will respect the rights of all members to use the track and facilities at Hagenauer Reserve and shall observe and promote the following conditions of usage:
 - Avoid training in lane one.
 - Where practical run-throughs shall be done on the back straight.
 - Starting practice should be avoided at the 100 m, 200 m, 400 m or 110 m hurdle start lines or on the finish line to avoid track wear.
 - Hurdles training shall be avoided in lanes 1 through 4.
 - Starting blocks must be returned to the trolley in the equipment room after training.
 - The last person to leave the ground must ensure that all clubroom doors and gates are locked and that the main gate is shut.
 - Weights must be returned to the racks provided in the weights room at the conclusion of each session.
 - Dragging of tyres along the track is strongly discouraged. This training method may only be undertaken by Club members in lanes 7 and 8 of the back straight when the grass on the infield is too wet to enable the session to be safely conducted on the grass.

Coaches should only make exceptions for athletes shortly before national and international competition.

16. Coaches should enter into full co-operation with all individuals and agencies that could play a role in the development of the athletes they coach. Coaches also have a responsibility to share the knowledge and practical experience they gain.
17. Coaches must acknowledge that all coaches have an equal right to desire the success of athletes they coach - competing within the rules. Observations, recommendations and criticism should be directed to the appropriate person outside the view or hearing of the public domain.
18. Coaches should promote awareness of the following Club policies to their athletes:
 - Healthy Eating Policy
 - Sun Protection Policy
 - Responsible Alcohol policy
 - Smoke free Policy
 - Sexual Harassment Policy
19. Coaches must assert a positive and active leadership role to prevent any use of prohibited drugs or disallowed performance enhancing substances or practices. This leadership by coaches includes education of the athletes of the harmful effects of prohibited substances and practices.
20. Coaches must respect the image of the coach and continuously maintain the highest standards of personal conduct, reflected in both the manner of their appearance and their behavior.
21. Coaches should never smoke while coaching, nor consume alcoholic beverages so soon before coaching that it affects their competence or that the smell of alcohol is on their breath.
22. Coaches should never solicit, either overtly or covertly, athletes who are receiving coaching from another coach to join their squad.
23. Coaches should encourage their athletes and the athletes' family members to attend Club functions such as the annual Presentation Night, Trivia Night, the Annual General Meeting and other social events.
24. Coaches should encourage their athletes to support Working Bees and fundraising ventures to maintain and improve the facilities at Hagenauer Reserve.

25. It is the coaches responsibility to ensure all of their athletes are club members (either AV, or non competing (paid training fees)).

Note: This document incorporates the IAAF Code of Ethics for Coaches which has been adopted by the AT&FCA.