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## **By-Law 3**

### **MEMBER CODE OF CONDUCT**

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## **Name**

1. This By-Law shall be referred to as the **Member Code of Conduct By-Law**.

## **Source**

2. This By-Law is made pursuant to rule 33 of the Constitution of Table Tennis Victoria Incorporated.

## **Scope**

3. This By-Law is intended to implement a *Code of Conduct* for all members of Table Tennis Victoria.
4. Table Tennis Victoria adopts the following as a governing *Code of Conduct* for its members –
  - the *Victorian Fair Play Code Guidelines*

## **Victorian Fair Play Code Guidelines**

5. All members of Table Tennis Victoria shall adhere to and comply with the *Victorian Fair Play Code Guidelines* – the *Victorian Fair Play Code Guidelines* outlines a set of guiding principles on expected standards of behaviour for every person involved in sport and active recreation in Victoria.
6. This includes every player, participant, coach, support person, official, administrator, club member, spectator, parent, volunteer or member of the public involved with sport and active recreation in Victoria. All should demonstrate the principles of integrity, respect, responsibility, fairness and safety in everything they do.

### *Integrity*

- being honest, fair, respectful, trustworthy, reliable, open and transparent in dealings with others
- avoiding any real or perceived conflicts of interest
- striving to earn and sustain a high level of community trust and goodwill

- not engaging in, or advocating the possession and use of banned performance enhancing substances or methods, or illicit drugs
- not participating in, or encouraging action that may jeopardise the integrity of sport and active recreation including match-fixing, illegal sports betting and other forms of corruption.

### *Respect*

- treating everyone involved in sport and active recreation in a considerate, objective and courteous manner with proper regard for their rights, dignity and worth
- refraining from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, sex, disability, sexuality, gender identity or religion
- recognising and valuing the contribution of all to sport and active recreation, including volunteer coaches, officials and administrators who give up their valuable time to make sport and active recreation possible.

### *Responsibility*

- considering and accepting the consequences of one's actions and decisions
- being a positive role model by displaying self-control, respect, care and diligence towards all involved in sport and active recreation
- complying with the Victorian Child Safe Standards (2022)
- understanding the consequences of Fair Play Code breaches and reporting as appropriate.

### *Fairness*

- understanding and playing by the rules and in the spirit of sport and active recreation
- being informed, consistent, impartial, just and reasonable in dealings with others
- being a 'good sport' by encouraging and praising fair play over winning at all costs
- ensuring a 'fair go' for people of all abilities to be involved in sport and active recreation.

### *Safety*

- providing a safe, welcoming and inclusive environment that places the health, welfare and wellbeing of participants above all else
- taking all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate for the age and ability of participants

- being aware of and supporting policies and practices in relation to injury management, return to play, adverse weather and member protection and child safeguarding
- showing concern and caution towards others who may be sick or injured and immediately reporting any safety issues to appropriate authorities.

### **Examples of behaviours that breach the Victorian Fair Play Code Guidelines**

7. The following behaviours are considered breaches of the Code:

- violent or abusive behaviour towards another person
- vilification of any kind towards another person
- 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 characteristic
- sexual harassment or intimidation of another person
- victimisation of another person for exercising their rights through this Code of Conduct
- failure to maintain a safe environment.

### **How to make a complaint**

8. A complaint alleging a breach of the Code should be made in writing as soon as practicable to the Chief Executive Officer of Table Tennis Victoria.
9. The options available in making a complaint range from an informal resolution of the issue to a formal breach proceeding depending on the nature of the complaint.
10. The Board of Table Tennis Victoria, in consultation with the Chief Executive Officer, shall determine the appropriate option in dealing with any complaint.

**Breach proceedings**

11. A breach of this By-Law by any member of Table Tennis Victoria shall be dealt with in accordance with the procedures as set out in rule 13 of the Constitution of Table Tennis Victoria with any necessary amendment thereto.