Kingborough Little Athletics Centre

Code of Conduct

Review Date:

1 September 2026

Overview and purpose

The purpose of this Code of Conduct is to establish clear expectations for ethical behaviour, professional integrity, and respectful interactions among all members of our organisation. It is designed to foster a safe and inclusive environment where everyone is treated with fairness and respect.

This Code of Conduct outlines the expected behaviours and responsibilities of everyone participating in Kingborough Little Athletics Centre (KLAC) athletics related activities and events.

This Code of Conduct applies to:

- Athletes
- Members
- Parents and guardians
- Spectators and visitors
- Coaches
- Officials
- Volunteers
- Committee members

Definitions

The following definitions apply to this Code:

Centre Executive means the Committee members of KLAC.

Participants means athletes, members, parents and guardians, spectators and visitors, coaches, officials, volunteers, committee members and any person participating in KLAC athletics related activities and events.

Rules of Competition has the meaning given to it by Little Athletics Tasmania from time to time.

Code of Conduct

All participants are expected to:

- Treat others with respect, courtesy, and fairness at all times regardless of age, ability, gender, cultural background, or personal circumstances.
- Be positive role models by demonstrating respect and good sportsmanship.
- Compete and officiate according to the Rules of Competition and in the spirit of Little Athletics.
- Follow safety instructions and use equipment appropriately.
- Accept and respect the decision of coaches and officials.
- Act with integrity and honesty, and uphold the values of KLAC.
- Use appropriate language and behaviour at all times.
- Maintain appropriate boundaries in all interactions, particularly with children and young people.
- Never engage in bullying, harassment, or discrimination.
- Comply with all KLAC policies and procedures, including those relating to child safety and member protection.
- Communicate concerns respectfully through appropriate channels.

- Report any breaches of this Code, or concerns for the safety or wellbeing of a child or other member, to the Child Safety Officer, MPIO or a Committee Member.

Breach of Code of Conduct

All incidents will be investigated promptly and fairly by the Centre Executive, and in accordance with KLAC's Complaint Handling Procedures. The investigation may include hearing from all persons involved including application of the principles of natural justice.

A record of all incidents, investigation findings, relevant statements and copies of correspondence must be kept in accordance with the Little Athletics Tasmania (LATas) record keeping procedures, and in adherence to the current State Archives Act.

The KLAC Centre Executive must determine the appropriate penalties for any breaches of the KLAC Code of Conduct in accordance with those outlined within this document and communicate these in writing to all affected parties.

Any penalties must be communicated verbally and in writing to the individual and/or an athletes' parent or guardian at the earliest opportunity and must contain the reasons for the penalty together with details of the appeals procedure.

Any penalties for breaches of KLAC Code of Conduct that extend beyond the day of the incident, must be communicated in writing to LATas.

Penalties for Breaching the Code of Conduct

All penalties imposed by KLAC that involve suspensions that extend beyond the day on which the breach occurred must be notified to the LATas Office.

Note: The guideline penalties below are recommended minimum only.

Type of Breach	First Offence	Second Offence
Abusive/Threatening Language	1 week ban from competition	2 week ban from competition
Disrespect for rules	1 week ban from competition	2 week ban from competition
Physical Abuse	2 week ban from competition	4 week ban from competition
Discrimination	2 week ban from competition	4 week ban from competition
Breach or Social Media Policy	2 week ban from competition	4 week ban from competition

Any breach of conduct not covered by any of the above will be reviewed by the KLAC Committee independently, and an appropriate penalty will be determined.

Acknowledgement

By participating in KLAC athletics related activities and events, all participants agree to uphold this Code of Conduct and contribute to a positive, respectful, and supportive athletics community.