



**Gaelic Athletic Association of Western Australia (Inc.)**

## **Code of Conduct Policy**

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## **GAA WA**

### **Code of Conduct**

#### **GAA WA Values and Conduct Standards**

#### **Introduction**

The Gaelic Athletic Association of WA (GAA WA) Code of Conduct applies to all persons associated by membership to the GAA of WA. This includes the Executive Members (appointed positions), the players of all the codes, the official coaches, managers, trainers and administrators of all teams and clubs and the volunteers who are involved in the administration and logistics of the matches and competitions.

This Code defines the required standard of behaviour for:

- **All GAA WA Executives** – it applies to all aspects of their position whether in an official capacity or if in informal surroundings. The Code is aligned to the GAA WA Values and acknowledges that our Executive through their actions and behaviours set the standards of expectations which are essential for the effectiveness and reputation of the organisation.
- **Coaches and Administrators** – those individuals who have by agreement with the association agree to coach or manage teams (either adults or juniors) or administer duties on behalf of the association, are expected to adhere to this Code, and conduct themselves in line with the values of the organisation. This includes to act professionally and courteously at all times and to protect the reputation of the organisation.
- **Players, Officials and Support Persons** – All affiliated players, officials and support persons engaged in the organisation and running of official Gaelic Sport activities within WA are expected to adhere to the Code, on and off the field.

## GAA WA Values

GAA WA has developed core values in our relationships with each other. These values identify that in every relationship with our stakeholders we will endeavour at all times to:

- Be *responsive* to their needs;
- *Consult* and endeavour to reach common understandings;
- Be *open* and transparent;
- *Listen* and communicate openly; and
- Accept full *responsibility* for our decisions and actions.

In our relationship with each other, all persons affiliated with the Association will:

- Strive for *excellence* and maximise our performance;
- Be *cooperative* and work as a team;
- Be *leaders* in our field;
- Listen and *communicate* openly;
- Accept full *accountability* for decisions and actions;
- Value the *well-being* and *diversity* of our people; and
- Treat each other with *dignity* and *respect*.

## GAA WA Standards

- a. Behave professionally, honestly and with integrity, and in a way that upholds the values of the GAA and the good reputation of the GAA WA at all times.
- b. Treat everyone with respect, courtesy, and without harassment.
- c. Act with care and diligence and perform duties in a manner that is conducive to the health and safety of both yourself and others.
- d. Do not engage in physical contact with athletes except where necessary for the development of an athlete's or child's skill or athletic ability.
- e. Take all reasonable steps to eliminate any forms of physical, verbal and emotional abuse of others, athletes and children.
- f. Be accountable for your own behaviour and actions when dealing with members of the public, athletes, stakeholders and others involved with the GAA WA
- g. Maintain confidentiality regarding all information obtained during GAA WA business, unless authorised by policy and/or legislation to disclose.
- h. Ensure information and documentation that you are provided with, work with or generate in relating to your role within the GAA is confidential and always remains the property of the GAA WA.
- i. Disclose and take appropriate steps to avoid any conflict of interest (real or apparent) with your position within the GAA WA.
- j. Use GAA WA resources and facilities in a correct and responsible manner.

- k. Ensure you do not display or transmit, or cause to be displayed or transmitted, offensive and/or inappropriate material or messages. This relates to any environment linked to the business and operations of the GAA WA and includes the internet, our website, the intranet site, emails, internal bulletin boards, personal workstations or office areas.
- l. Adhere to all applicable GAA WA policies and procedures.
- m. Comply with applicable laws and implement official decisions and GAA WA policies.

## Equity, Respect and Fair Treatment

People have a right to be treated with respect in all aspects of their working and sporting life. Equally, you have a responsibility to treat others with respect. These rights and responsibilities are integral to your involvement with GAA WA and this policy is critical in ensuring an environment in which all people feel safe, respected and treated fairly.

All GAA WA members are responsible for treating their colleagues fairly and with respect and consideration. Equity, fairness and respect to others must underpin our relationships with each other and our stakeholders.

All volunteers and stakeholders should be valued for the diversity they bring to GAA WA. It is illegal to harass and or discriminate against any person (whether directly or indirectly) on the following grounds:

- Race;
- Religion;
- Gender;
- Political or industrial affiliation;
- Sexual preference;
- Pregnancy;
- Family responsibilities;

- Social origin;
- Criminal record;
- Age;
- Medical condition and
- Physical, mental and intellectual ability.

Issues that arise in relation to any of the above matters will be dealt with according to the applicable legislation as well as under the GAA WA Code of Conduct.

### Integrated Policy Framework of Standards, Responsibilities and Procedures

The GAA WA Code of Conduct establishes an integrated set of behavioural standards, responsibilities and practices. An obligation, forming part of these general standards, is the obligation on all persons involved with GAA WA to “adhere to all other applicable Australasian GAA policies and procedures”.

This includes, but is not limited to, policies dealing with matters such as:

- Member Protection Policy
- Child Protection Policy
- Players Safety Policies
- Community Safety
- Security

Other Australasian GAA policies do not replace or supplant the standards and responsibilities set out in this Code of Conduct, rather they establish standards and procedures to be adhered to in specific matters and situations and, as such, have a foundation in the general standards set down in the Code of Conduct.

These policies may change from time to time due to legislative or procedural requirements.

It is pertinent of the GAA WA Executive to explain and remind all persons directly involved with GAA WA, what the responsibilities and requirements of all GAA WA policies and procedures applicable to their role and job responsibilities are, and to ensure familiarity with the same.

### **Reporting alleged breaches in the Code of Conduct**

Any person, making allegations about a breach of the Code of Conduct or involved in an investigation of such matters, has an obligation to act in a discreet and confidential manner.

Matters related to allegations and investigations should only be discussed with people who have direct involvement in resolving the matter and/or those who have management responsibilities for the persons involved.

A person performing functions in or for GAA WA must not victimise nor discriminate against any person who has reported the alleged breaches of the Code of Conduct to Executive.

The formal investigation, determination and penalties of alleged breaches shall be in accordance with the playing rules and procedures as established by the Australasian Gaelic Football & Hurling Association and recorded in the official Playing rules book and the National Code of Conduct.