



2027 State Team Personnel Code of Conduct

The Calisthenics Association of Western Australia (CAWA) is committed to providing a safe, respectful, inclusive and positive environment for everyone involved in the WA State Team program. State Team personnel play an important role in supporting competitors, coaches, officials, volunteers, and families.

State Team personnel are expected to uphold the values and standards in the codes of conduct of the Australian Calisthenics Federation (ACF) and CAWA.

By participating in the WA State Team program, personnel agree to comply with the Child Safeguarding, Member Protection and National Integrity Framework policies adopted by ACF and CAWA, together with the CAWA State Team Policy and applicable team requirements.

Represent CAWA Professionally

- Represent CAWA with pride, respect, and professionalism whenever acting as State Team personnel.
- Behave courteously and considerately towards competitors, families, coaches, officials, volunteers and other team personnel.
- Support and respect all members of the team and promote teamwork, dedication, and inclusion.
- Avoid conduct that may damage the reputation of CAWA, ACF or the WA State Team program.

Follow Policies and Reasonable Directions

- Comply with all applicable CAWA and ACF policies, codes of conduct and State Team requirements.
- Follow reasonable directions given by the State Team Manager or another authorised team official.
- Perform the responsibilities of the appointed personnel role diligently and in a manner that supports the team.
- Raise questions or concerns through the communication channels set out in the State Team Policy.

Attendance, Preparation and Uniform

- Attend required training sessions, rehearsals, events and team activities, and be punctual and prepared.
- Notify the appropriate team personnel in advance of an absence due to illness or another exceptional circumstance.
- Understand that absences may be approved only in exceptional circumstances and at the discretion of the State Team Manager.
- Wear the correct State Team uniform, where required, as directed by team officials.

Safety, Health and Wellbeing

- Take reasonable care for personal safety and the safety of others and avoid conduct that could create a danger.
- Promptly disclose to the appropriate team official any injury, illness or other issue that may affect the safe performance of the personnel role.
- Support the physical and emotional wellbeing of team members and promote an environment free from bullying, harassment, and discrimination.
- Promptly report safeguarding, safety, wellbeing, bullying, discrimination or conduct concerns to the appropriate CAWA personnel.

Alcohol, Drugs and Responsible Conduct

- Comply with all applicable CAWA and ACF requirements concerning alcohol, drugs, medicines and integrity.
- If under 18, not consume, attempt to purchase, possess or arrange for another person to purchase alcohol or prohibited drugs on their behalf.
- If 18 or over, not purchase or supply alcohol or prohibited drugs to a minor.
- Use prescribed medication responsibly and disclose relevant safety information where required.

Communication, Privacy and Social Media

- Communicate respectfully, constructively, and in a way that supports the wellbeing of the team and its members.
- Keep confidential or sensitive team information private and use it only for authorised State Team purposes.
- Not publishing abusive, demeaning, harassing, discriminatory, threatening, defamatory or otherwise inappropriate content about competitors, families, coaches, officials, personnel, CAWA or ACF.
- Only take, use or share photographs or videos in accordance with applicable CAWA consent, privacy and media requirements.

- Comply with CAWA and ACF requirements for photography, videography and electronic communications involving team members.

Respect the Team Environment

- Support the team as a whole and avoid behaviour that may disrupt team cohesion.
- Respect role boundaries and the authority of coaches, the State Team Manager and other authorised personnel.
- Recognise that appointment as State Team personnel is a privilege that carries responsibilities to the team and CAWA.
- Use established procedures to raise concerns privately rather than discussing them publicly, including on social media.

Breaches of the Code

An alleged breach will be considered in its individual circumstances, the seriousness of the conduct, applicable to CAWA and ACF policies, and procedural fairness. The State Team Manager may consult the Team Coach, CAWA President or Board of Management as appropriate.

Depending on the circumstances and the applicable process, action may include:

- a verbal or written warning;
- changes to duties, supervision, room arrangements or participation in team activities;
- removal from an activity, function, tour or the State Team;
- repayment of costs associated with being sent home or other action, where applicable;
- restrictions on future participation in CAWA or ACF sanctioned activities; or
- any other proportionate action available under applicable CAWA or ACF policies and processes.

Acknowledgement

By signing below, I confirm that I have read and understood this State Team Personnel Code of Conduct. I agree to uphold it and comply with applicable CAWA and ACF policies, codes of conduct, and State Team requirements.

Personnel Full Name:

Signature:

Date: