



# AUSTRALIAN POWERLIFTING LEAGUE

## CODE OF CONDUCT

Developed 12 August, 2022

### PURPOSE

The Australian Powerlifting League (APL) believes that all people that interact with the federation have the right to enjoy all competitions and events in a safe, fair, inclusive and competitive environment.

To achieve this, the APL, alongside the International Powerlifting League (IPL), requires certain standards of conduct of members, coaches, officials, administrators, spectators, service providers, volunteers, sponsors and corporate partners, together with their guests.

The APL Code of Conduct is underpinned by the following core values:

- To act within the rules and spirit of powerlifting.
- To display respect and courtesy towards everyone involved in powerlifting and prevent discrimination, bullying and sexual harassment.
- To prioritise the safety and well-being of young people involved in powerlifting.
- To encourage and support opportunities for participation in all aspects of powerlifting.

### SCOPE

The APL Code of Conduct always applies to the following people whether they are participating in or operating in a paid or unpaid/voluntary capacity within the federation:

- Individual members
- Coaches
- All employees, volunteers and independent contractors
- Any other person that is a member of or affiliated to the International Powerlifting League
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
- Any other Person who has agreed to be bound by this Policy.

### BREACH

Any alleged breach of the APL Code of Conduct or anyone who otherwise causes a disturbance may be evicted from the competition and/or event and banned from attending or participating in future Australian Powerlifting League competitions and/or events.

Where a person that interacts with the federation is entitled to receive certain rights and benefits (such as membership benefits or accreditation entitlements) Australian Powerlifting League reserves the right to suspend or terminate those rights and benefits should the person's conduct harm, or is likely to harm, the reputation of the Australian Powerlifting League, or is likely to cause an unsafe environment.

## DEFINITIONS

The following definitions are as per the IPL Rule Book, section 14;

**Discrimination:** There will be no unlawful discrimination based upon a person's sex, sexual orientation, age, race, colour, creed, national origin, marital status, religion, political affiliation, disability, perceived disability, personal appearance or any other legally protected characteristic.

**Harassment:** Any form of harassment towards others that is illegal, threatening, harmful, abusive or otherwise objectionable will not be tolerated. This includes behaving, communicating, or publishing material that invades another's privacy, is degrading, defamatory, hateful, fraudulent, libelous, obscene, sexually explicit, or is ethnically objectionable.

**Sexual Harassment:** Sexual Harassment will not be tolerated and includes unwelcome sexual solicitation, physical touching, transmission of offensive sexually graphic images or written material, or any conduct that's sexual in nature that's abusive, offensive, and intimidating. A member's conduct will be considered unwelcome and in violation of the IPL Code of Conduct when the member should have known the conduct was unwelcome, or when the person(s) subjected to the conduct objected.

## GENERAL PRINCIPLES

Each person in their interaction with the Australian Powerlifting League, including attending an Australian Powerlifting League competition, event or on social media must:

1. Act as ambassadors for the Australian Powerlifting League, and the competition of powerlifting, by conducting themselves in a way reflective of our core values and in promotion of the federation;
2. Not abuse competitors, officials, service providers, spectators, volunteers or Australian Powerlifting League employees, which includes not using crude or abusive language or gestures, insults, threats, intimidation, assault, provocation or otherwise acting in an abusive manner.
3. Respect the rights, dignity and worth of every person regardless of their gender, race, colour, religion, sexuality, politics, national or ethnic origin or choice of federation;
4. Not be violent in any way, including encouraging or inciting violence, whether or not it is instigated by other competitors, officials, service providers, spectators or volunteers;
5. Not engage in discrimination, harassment or abuse in any form, including the use of obscene or offensive language or gestures;
6. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, avoiding unaccompanied and unobserved activities wherever possible, complying with all relevant Australian laws (Federal and State) around child protection laws.
7. Not be intoxicated or under the influence of drugs;
8. Follow the Australian Powerlifting League's dress codes, where appropriate;
9. Comply with any terms of entry of a venue, including prohibited and restricted items, including dangerous articles and items that have the potential to cause injury or public nuisance;
10. Always adhere to and comply with the conditions of entry to any Australian Powerlifting sanctioned competition; and
11. Conduct themselves in a manner that enhances, rather than injures, the reputation and goodwill of the Australian Powerlifting League, the International Powerlifting League and the powerlifting community generally.

## MEET DIRECTOR CODE OF CONDUCT

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Be fair, considerate, and honest in all dealings with others.
2. Be professional and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.

3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.
5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection and occupational health and safety legislation.
6. Develop a positive environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders in the planning, evaluation, leadership and decision-making related to APL sanctioned competitions.
8. Ensure equipment and facilities are safe and appropriate to the ability level of competitors.
9. Ensure that everyone emphasises fair and appropriate conduct in APL sanctioned competitions.

## **COACH CODE OF CONDUCT**

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Operate within the rules and spirit of powerlifting, promoting fair competition and actively discourage foul play and or unsportsmanlike behaviour.
2. Develop a positive environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
5. Display courtesy and respect to all involved with powerlifting.
6. Respect the decisions of referees and officials in the conduct of APL sanctioned competitions.
7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years. Maintain appropriate, professional relationships at all times.
8. Ensure equipment and facilities are safe and appropriate to the ability level of competitors.
9. Act with integrity and objectivity and accept responsibility for your decisions and actions.
10. As a coach, conduct yourself at all times in a manner, and in all situations, that shows leadership, respect for the sport of powerlifting and respect for all those involved in the sport.

## **COMPETITOR CODE OF CONDUCT**

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Respect the rights, dignity and worth of fellow competitors, coaches, officials and spectators.
2. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimization.
3. Respect the talent, potential and development of fellow competitors.
4. Participate fairly and safely, and never become involved in acts of foul play.
5. Care for and respect the facilities and equipment made available to you to train and compete.
6. Honour both the spirit and letter of the competition rules and live up to the highest ideals of ethics and sportsmanship.
7. Be frank and honest with your coach concerning illness and injury and your ability to train and compete safely.
8. Conduct yourself in a responsible manner relating to language and temper.

9. Abide by the rules and respect the decision of the referees and officials. Recognise that many officials and referees are volunteers who give up their time to provide their services. Be courteous and use the correct process when seeking a rule clarification.
10. Respect and acknowledge the contribution of those who create the opportunity for you to compete (e.g. meet director, referees and officials)

## **REFEREE CODES OF CONDUCT**

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Officiate in accordance with the IPL Rule Book.
2. Treat all competitors, coaches, officials and fellow referees with respect.
3. Place the safety and welfare of the competitors and officials above all else.
4. Always maintain a high standard of personal behaviour.
5. Be a positive role model through behaviour and personal appearance projecting a favourable image of powerlifting and officiating at all times.
6. Condemn all and every instance of unsportsmanlike, foul or unfair competition.
7. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimization.
8. Be courteous, respectful and open to discussion and interaction with other powerlifting officials and competitors.
9. Maintain or improve your current performance level and seek continual improvement.
10. Be honest and do not allow your qualifications/accreditation to be misrepresented.

## **OFFICIALS CODE OF CONDUCT (SPOTTER, LOADERS, TECH DESK)**

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Officiate in accordance with the IPL Rule Book.
2. Treat all competitors, coaches, referees and fellow officials with respect.
3. Act with integrity and objectivity and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behaviour at all times.
6. Be a positive role model through behaviour and personal appearance projecting a favourable image of powerlifting and officiating at all times.
7. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimization.
8. Be courteous, respectful and open to discussion and interaction.
9. Be honest and do not allow your qualifications/accreditation to be misrepresented.

## **SPECTATOR CODE OF CONDUCT**

In addition to Australian Powerlifting League's General Code of Conduct, you must meet the following requirements regarding your conduct during any interaction with the federation:

1. Respect the decision of the referees and officials.
2. Never ridicule or abuse a competitor for making a mistake during a competition.
3. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimization.

4. Do not use foul language, sledge or harass officials, referees, coaches, competitors or other spectators.
5. Condemn the use of violence in any form, be it by officials, referees, coaches, competitors or other spectators.

### **CODE OF CONDUCT – SUMMARY OF OFFENCES**

Meet Directors are responsible for the conduct of the competitors, officials, referees and spectators. No person(s) attending a competition or event shall:

1. Use offensive or obscene language to any competitor.
2. Enter the platform during the course of competition within the prior consent of the head referee.
3. Excessively dispute the decision of a referee, official or meet director during or after a competition.
4. Assault, or act with aggression, to any person/s.
5. Behave in a way contrary to the Code of Conduct and/or spirit of powerlifting.
6. Behave in a way which disturbs the enjoyment of a competition or event by any person/s, or brings discredit to APL.
7. Act in such a way as to exhibit racial intolerance, by language or other conduct, to any person/s.
8. Refuse to accept the reasonable direction of the Meet Director.
9. No person/s may make comments or take actions that bring discredit to any person, coach, referee or competitor within the APL through any social media platform.