

AIR SPORT AUSTRALIA CONFEDERATION INC



CODE OF ETHICS POLICY

Version 1



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Version/Amendment	Prepared	Approved	Date
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1. Overview

Air Sport Australia Confederation (ASAC) seeks to provide a safe, fair, and inclusive environment for everyone involved in the ASAC member federations and in the Air Sports. We constantly work to continue the business of providing fair, safe, and socially responsible Air Sport activities that would otherwise make it vulnerable if its professional, public or media image is damaged in any way.

When participating in any ASAC Air Sport sanctioned and/or related activity in any capacity whatsoever, regardless of whether they are participating in a paid or unpaid/voluntary capacity, we expect certain standards of behaviour from all Relevant Persons and Relevant Organisations to which this Policy applies (while they are a Relevant Person or a Relevant Organisation), spectators, and all other people under our control (Other Persons). This also includes while travelling to and from those places and at all other times at which Relevant Persons are wearing ASAC or Relevant Organisations apparel or uniforms whether compulsory or by choice.

Our Codes of Ethics are underpinned by the following core values:

- To act professionally and always represent ASAC, the member federations and the Air Sports in a professional and dignified manner.
- To act within the Rules and spirit of Air Sport.
- To display respect and courtesy towards everyone involved in Air Sport.
- To prevent discrimination and harassment.
- To prioritise the safety and well-being and health of all people who participate in and who are involved in Air Sports.
- To encourage and support opportunities for participation in all aspects of Air Sports.

This Code of Ethics, as amended from time to time, binds all Relevant Persons, Relevant Organisations and Other Persons.

2. Definitions

Defined terms not otherwise defined in this Code of Ethics Policy have been defined in, and have the meaning given to them, in the ASAC Constitution and National Integrity Framework Policies.

3. Schedules of Codes

SCHEDULE 1- CODE OF CONDUCT- GENERAL

Relevant Persons and Relevant Organisations to which this Policy applies (while they are a Relevant Person or a Relevant Organisation) including but not limited to all Pilots, Administrators, Trainers, Organiser's, Coaches, Judges, Jury Members, Delegates, Elected Officials, Support Personnel as defined in the 'NIF' and spectators and all other persons under our control at any ASAC or Relevant Organisation sanctioned and/or related activity (Other Persons) are bound by our Code of Ethics and are encouraged and expected to:

1. Respect others' rights, dignity and worth;
2. Act in accordance with ASAC's core values;
3. Be fair, considerate and honest in all interactions with others;
4. Act professionally and accept responsibility for actions;
5. Commit to offering a high-quality service;
6. Maintain a duty of care (and adhere to any safety regulations) to those involved in ASAC and/or Relevant Organisations;
7. Be aware of, and maintain an uncompromising adherence to ASAC's standards, rules, regulations and policies including this policy and the Child Safeguarding Policy;
8. Establish and maintain an environment that is safe for the conduct of activities for Children;
9. Comply within the rules of the Air Sport, including any Competition Rules, national and international guidelines governing ASAC and Relevant Organisations:
10. Show consideration for the members' and participants' health, safety, and wellbeing;
11. Give everyone a fair chance to participate;
12. Be a positive role model, showing a high level of personal accountability (particularly when dealing with children and young people), and realising that your words and actions set an example for others;
13. When providing Air Sport services or while instructed to do so by a Relevant Organisation, wear their uniform, accreditation, and identity as necessary;
14. Understand the repercussions if they breach, or are aware of any breaches of, this Code of Ethics;
15. Do not shame, humiliate, mistreat, belittle, harass, or degrade, particularly minors;
16. Never treat anybody unfairly based on their disability, colour, ethnicity, or culture, especially children;
17. Avoid participating in any activity with a Participant that could endanger them;
18. Never act in a manner that would bring ASAC or a Relevant Organisation or Air Sport into disrepute;

19. Do not promote your personal ideas, actions, or practices through your involvement in Air Sport if they are at odds with those of ASAC or a Relevant Organisation;
20. Do not provide alcohol or drugs (including tobacco) to children participating in Air Sport activities or services; and
21. While on duty, do not:
 - use, possess, or be under the influence of an illegal drug;
 - use, possess, or be under the influence of alcohol;
 - be incapacitated by any other legal drug such as a prescription or over-the-counter medication.

SCHEDULE 2 – PILOTS/PARTICIPANTS

This Code of Ethics has been created for Pilots/Participants and must be followed in addition to the General Code of Ethics, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Ethics – Pilots/Participants.

Pilot/Participants are encouraged and expected to:

1. Recognise the talent, potential, and growth of other pilots/participants;
2. Refrain from engaging in any acts of aggressiveness or violence, whether they are initiated or tolerated;
3. Take good care of and respect the tools and equipment they use or are given as part of their programme or activity;
4. Maintain emotional control and refrain from verbally abusing, swearing at, or acting around other people, making fun of other participants, or acting in a way that purposefully agitates or distracts a trainer or participant;
5. Uphold consistently high standards of behaviour towards participants, volunteers, and trainers;
6. Never challenge or contest an official's judgement. If a participant disputes a ruling, they must resolve their disagreement in line with the applicable rules and/or Regulations;
7. Be sincere in their attitude and practice-related preparation;
8. Cooperate with coaches, support personnel and other individuals who may assist you in your Air Sport development;
9. Refrain from acting in a way that is unethical, improper, or likely to damage the reputation of the Participant or the Relevant Organisation;
10. Not engage in bullying of any kind or method including digital forums;
11. Not say or publish anything improper, insulting, or discriminating in public; and
12. Use appropriately the facilities and equipment made available for Air Sport activities.

SCHEDULE 3- ADMINISTRATORS AND VOLUNTEERS

This Code of Ethics has been created for Administrators and Volunteers and must be followed in addition to the General Code of Ethics, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Ethics – Administrators and Volunteers.

All paid administrators and volunteers are expected to:

1. Embrace a consultative and cooperative planning, management, leadership, and decision-making process;
2. Create accessible options for individuals to take part in Air Sport as trainers, administrators, Judges, Jury Members, Elected Officials or in any other function;
3. Make sure that all guidelines, tools, durations of activities, and practice schedules adhere to any governing regulations and are appropriate for participants' ages, skills and maturity;
4. Ensure an environment that provides quality supervision and instruction for Child Participants;
5. Remember individuals participate for their enjoyment and benefit, so maintain a balanced approach with awards and competition results with acknowledgement of social Air Sport participation;
6. Support coaches, Trainers, Judges, Jury Members and participants by promoting proper conduct and skill development to raise coaching and training standards;
7. Ensure that everyone participating in Air Sport emphasises sportsmanship, not winning at all costs, and fair play;
8. Encourage the application of all ASAC and Relevant Organisations policies and procedures; and
9. Make it clear any breach of this policy including abuse, bullying or harassment is unacceptable and may result in disciplinary action.

SCHEDULE 4 – TRAINERS/INSTRUCTORS/COACHES

This Code of Ethic has been created for Trainers, Instructors and Coaches and must be followed in addition to the General Code of Ethics, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Ethics – Trainers/Instructors/Coaches.

Trainers/Instructors/Coaches are encouraged and expected to:

1. Comprehend each Trainers/Instructors/Coaches role they are performing or intended to perform and complete the necessary Trainers/Instructors/Coaches accreditation and/or endorsement;
2. Be fully conversant with the any other published rules and Regulations pertaining to Air Sport operations;
3. Actively maintain technical knowledge through upskilling opportunities, technical publications, and review of videos/livestreaming;
4. Be punctual for all Trainers/Instructors/Coaches events and attend all relevant daily operations briefings;
5. Dress neatly, wearing appropriate Trainers/Instructors/Coaches clothing suited for their position and status as a Trainer/Instructor/Coache;
6. Be accountable for one's own Training/Instructing/Coaching performance by being consistent and objective;
7. Be helpful when using the Trainers/Instructors/Coaches templates and when giving impartial feedback for students/participants learnings; and
8. Not act in a way that is unethical, improper, or likely to damage the participant's or the Relevant Organisation reputation.

SCHEDULE 5- PARENTS AND GUARDIANS

This Code of Ethics has been created for Parents and Guardians and must be followed in addition to the General Code of Ethics, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Ethics – Parents and Guardians.

Parents and Guardians are encouraged and expected to:

1. Remember that their Child participates in gliding for the Child's enjoyment, not their own;
2. Focus on their Child's efforts, participation and enjoyment rather than winning or losing;
3. Never ridicule or yell at their Child or any other Child for making a mistake or losing a race or event;
4. Show appreciation for good performance by all participants;
5. Recognise volunteers, officials, coaches, judges, jury members, elected officials and administrators who give up their valuable time;
6. Respect Trainers/Instructors/Coaches decisions and teach Children to do likewise;
7. Not engage in or condone any physical and/or verbal intimidation or abuse towards a participant, Trainer/Instructor/Coach or volunteer;
8. Not enter the restricted areas of the airfield, unless authorised by a Trainer/Instructor/Coach;
9. Respect ASAC and Relevant Organisations administrators and abide by their decisions;
10. Allow fellow parents the respect they deserve in their viewing of, or involvement in their Child's participation;
11. Respect the facilities and equipment of their own and other Relevant Organisations; and
12. Not take part in any form of bullying, make or post inappropriate, offensive, or discriminatory comments in public or on social media.

SCHEDULE 6- SPECTATORS

This Code of Ethics has been created for Spectators and must be followed in addition to the General Code of Ethics, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Ethics – Spectators.

Spectators are encouraged and expected to:

1. Focus on the Participants' efforts and performance rather than winning or losing;
2. Never ridicule or yell at Participants for making a mistake or not winning a competition/event;
3. Show appreciation for good performance by all participants (including opposing Participants);
4. Respect competition and or Relevant Organisations decisions and teach others to do likewise;
5. Show appreciation and respect for volunteers, officials, Trainers/Instructors/Coaches and administrators; and
6. Allow fellow spectators the respect they deserve in their viewing of the competition/event.

SCHEDULE 7- DOMESTIC COMPETITIONS

In addition to the ASAC Code of Ethics, competitors and officials at all Air Sports competitions and regattas shall participate in competitions with the aim of fairness, fun and respect for all. All participants must accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.

For the purposes of clarity, a Competition period for which this section applies is from the first practice day to when the competition closing event has been completed.

Honour the Air Sport – Show Integrity - Respect

1. Act within the rules and spirit of the air sport;
2. Promote fair play over winning at any cost;
3. Respect the decisions of officials, coaches and administrators;
4. Display responsible behaviour in accordance with relevant policies to alcohol, smoking and other drugs;
5. Show respect and courtesy to all involved with the air sport;
6. Act with integrity and objectivity and accept responsibility for decisions and actions;
7. Ensure decisions and actions contribute to a harassment-free environment;
8. Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods;
9. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion;
10. Never engage in abusive, bullying or threatening behaviour towards fellow competitors or officials;
11. Do not tolerate abusive, bullying or threatening behaviour from others;
12. Use the correct channels for resolving issues (e.g., safety committee, competition director, operations director, etc);
13. Keep emotions in check and maintain composure; and
14. Understand, uphold and support officials.

SCHEDULE 8- INTERNATIONAL TEAMS

International Teams- General

Team Pilots may be tasked to fly in very difficult and sometimes hazardous conditions. It is important that any anxiety or concern is not conveyed to the Team Pilot to avoid any detrimental effect on pilot preparation and consequent performance. All concerns, therefore, shall be directed to the Team Captain in the first instance, if applicable, and under no circumstances should representations be made to the Championship Organisers.

International participation also involves a significantly increased level of incident and accident risk. The Team Captain, if applicable, shall manage risk awareness by Team Pilots and emphasise high standards of airmanship and safety at all times with consideration to individual Team Pilot experience and maturity.

All international team members must comply with the following general code of conduct for all members of the team:

1. Be a positive influence within the team and understand that the team's overall performance is enhanced by mutual support;
2. Display conduct in such a way as to bring credit to the membership of Gliding Australia.
3. Demonstrate a high degree of individual responsibility;
4. Never physically or verbally abuse or harass anyone;
5. Follow all instructions and directions of the Officials and competition administrators;
6. Show appreciation for volunteers;
7. Use social media responsibly and in accordance with the provisions of this Code of Ethics and ASAC or Federated Members policies;
8. Abide by, and ensure, all other team members comply with the Drug and Alcohol regulations and codes;
9. Never ridicule or raise voices at any other pilot, for making a mistake or performing below expectations;
10. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background, or religion; and
11. Understand the repercussions of breaching, or not reporting breaches of this Code of Conduct to the relevant person.

Australian Team Captain

If appointed the Team Captain for an Australian Team competing Internationally is an important component of the team. They shall display qualities of leadership, goodwill, inspiration, organisation, and professionalism.

In addition to the general conditions of the International Teams Code of Ethics the Team Captain shall:

1. Agree to assist all Team Pilots in achieving their best possible personal and Team results;

2. Agree to conduct themselves in such a way as to be a positive influence within the team and acknowledge that the team's overall performance is enhanced by mutual support;
3. Agree to protect both ASAC and its Federated Members' interests and objectives, conducting themselves at all times so as to bring credit to the broader membership;
4. Encourage Team participation without undue pressure and develop a culture of cooperation between all Team Members to achieve the best overall result for the Australian Team;
5. Focus on an individual Team Pilot's efforts and performance rather than daily scores or relative placing whilst dealing with difficulties and disappointments in a positive and good-humoured manner;
6. Communicate any safety and/ or operational concerns directly with the Championship organisation if Team Pilots are expected to fly in unacceptably difficult and/or hazardous conditions, while at the same time not conveying concerns or personal anxiety in a manner that may have a detrimental effect on Team Pilot preparation and consequent performance;
7. Ensure Team Pilots fly in accordance with the rules and exercise high standards of airmanship;
8. Settle disagreements without resorting to verbal or physical hostility;
9. Not ridicule or use a raised voice to any Team Member for making a mistake or performing below expectations;
10. Not physically or verbally abuse or harass any individual or group;
11. Follow all legal instructions and directions of the Officials and competition administrators;
12. Show appreciation to volunteers;
13. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
14. Use social media responsibly and in accordance with the provisions of this code of conduct and ensure compliance with any Team media or sponsorship requirements;
15. Comply with team, local and WGC Drug and Alcohol regulations; and
16. Report to the Federated Member, any Code of Ethics breach by any Team Member, including the Team Captain.

Australian International Team Member (pilots/participants)

In addition to the general conditions of the International Teams Code of Ethics Pilots shall:

1. In conjunction with the Team Captain, develop, agree to, and actively participate in the training programme, including Squad Week;
2. Develop a culture of cooperation and mutual support between all Team Pilots, Crew members and the Team Captain to achieve the best overall result for the Australian Team;
3. Demonstrate a high degree of individual responsibility and focus while conducting themselves as a positive influence within the team to achieve the best possible personal international result;

4. Acknowledge that the Team Captain is the Federated Member's representative and as such has a duty to protect the interests and objectives of both ASAC and its Federated Members;
5. Follow all legal instructions and directions of the Team Captain, Team Coach, Officials and Championship administrators;
6. Fly safely and exercise high airmanship standards at all times;
7. Comply with all FAI, National and local rules, regulations and procedures applicable to the Championship and as directed by the Organisers;
8. Comply with all regulations governing the registration and airworthiness of the sailplane flown and any air sport licence conversion or validation obtained, for both the country of sailplane registration and the international host nation;
9. Participate positively in Team meetings when required;
10. Comply with Team media and sponsorship requirements, including the display of sponsor logos on the Team Shirt, cars and gliders/equipment as directed by the Team Captain;
11. Comply with requests for interviews and provision of magazine articles and social media posts as required by the Team Captain;
12. Not ridicule or use a raised voice to any Team Member for making a mistake or performing below expectations;
13. Not physically or verbally abuse or harass any individual or group;
14. Settle disagreements without resorting to verbal or physical hostility;
15. Show appreciation to volunteers;
16. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
17. Use social media responsibly and in accordance with the provisions of this code of conduct and ensure compliance with any Team media or sponsorship requirements;
18. Comply with team, local and WGC Drug and Alcohol regulations;
19. Report to the Team Captain any Code of Ethics breach by any Team Member;
20. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly; and
21. Provide feedback on experiences gained during participation in this Championship, by way of magazine articles, website updates and word of mouth.

Australian Team Crew

In addition to the general conditions of the International Teams Code of Ethics Australian Team Crew including other officials such as Team Coaches, must:

1. Assist the Team Pilot in achieving the best possible personal WGC result;
2. Develop a culture of positive cooperation between all Team Crew Members, Pilots and the Team Captain to achieve the best overall result for the Australian Team;

3. Encourage the Team Pilot to fly in accordance with the rules;
4. Deal with Team Pilot difficulties and disappointments in a positive and good-humoured manner, focusing on effort and performance rather than on daily scores or relative placing;
5. Never ridicule or use a raised voice, physically or verbally abuse or harass any Australian Team Member or any other team member for making a mistake or performing below expectations;
6. Follow all legal instructions and directions of the Team Captain, Team Coach and Organisational officials and administrators;
7. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly;
8. Show appreciation to volunteers;
9. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
10. Abide by team, local and WGC Drug and Alcohol regulations;
11. Comply as directed with any Team media or sponsorship requirements and use social media responsibly and in accordance with the provisions of this Code of Ethics;
12. Report to the Team Captain any Code of Conduct breach by any Team Member;
13. Accept the Team Captain's authority with respect to Australian Team matters and acknowledge that he/ she is responsible for protecting the interests of ASAC and the Federated Member and its members; and
14. Provide feedback on experiences gained during participation in this Championship, by way of magazine articles, website updates and word of mouth.

Parent/ Guardian

ASAC and Federated Members encourages parents/ guardians of Junior Pilots, selected to compete in the Junior International Championships, to provide financial support where possible, and attend the Championship event to support and assist the Junior Pilot.

While Team Pilots compete for their personal enjoyment and not that of a parent or guardian, the addition of financial and personal support generally adds pressure to the Team Pilot, through increased 'parental expectation'.

In addition to the general conditions of the International Teams Code of Ethics, Parents/Guardians of junior pilots shall:

1. Be a positive role model and encourage Team Pilot participation without undue pressure;
2. Encourage the Team Pilot to fly in accordance with the rules;
3. Deal with Team Pilot difficulties and disappointments in a positive and good-humoured manner, focusing on effort and performance rather than on daily scores or relative placing;
4. Acknowledge skilful performance of all pilots so that the Team Pilot will learn by example;
5. Never ridicule or use a raised voice, physically or verbally abuse, or harass any Australian Team Member or any other team member for making a mistake or performing below expectations;

6. Follow all legal instructions and directions of the Team Captain, Team Coach and Organisational officials and administrators;
7. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly;
8. Show appreciation for volunteers;
9. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
10. Use social media responsibly and in accordance with the provisions of the Code of Ethics;
11. Abide by the Drug and Alcohol regulations;
12. Demonstrate a high degree of individual responsibility, especially when dealing with, or in the vicinity of persons less than 18 years of age, as one's words and actions are an example;
13. Report to the Team Captain any Code of Ethics breach by any Team Member or parents / guardians; and
14. Accept the Team Captain's authority with respect to Australian Team matters and acknowledge that he/ she is responsible for protecting the interests of ASAC and Federated Members and its members.