

Code of Conduct

At Macquarie Hunter Athletics Club, we are proud to be part of a sport that promotes teamwork, personal growth, and community spirit. However, how we conduct ourselves is just as important as how we perform. Every member of our club has the right to feel safe, supported, and respected.

We maintain a zero-tolerance policy for intimidation, bullying, swearing, aggressive behaviour, or inappropriate language or gestures, whether directed at athletes, volunteers, spectators, or officials. Such behaviour has no place in our club and will result in immediate action in accordance with our Disciplinary Policy.

Expectations of All Members (Athletes, Parents/Guardians, Spectators, Volunteers, Committee, Officials):

- Speak to others with respect, encouragement, and courtesy
- Support children's development with positive reinforcement, not criticism
- Treat officials, coaches, age group managers, and all volunteers with appreciation and patience
- Address concerns calmly and through appropriate channels
- Set a positive example for young athletes, on and off the track

Athlete Code of Conduct:

- Show respect and actively listen to coaches, officials, age managers, and fellow athletes
- Follow all safety instructions and procedures provided by committee and age managers
- Approach all officials in a calm and courteous manner
- Compete fairly and with good sportsmanship
- Control emotions; no swearing, shouting, throwing equipment, or rude gestures
- Never tease, intimidate, provoke, or physically harm another athlete
- Support and include others, regardless of ability or background
- Contribute to a positive and safe team environment

Adult Code of Conduct (Parents, Guardians, Spectators):

- Encourage effort, improvement, and participation—not just winning
- Speak respectfully to all children, volunteers, and other spectators
- Follow the instructions of age managers, officials, and club personnel
- Raise concerns politely and through the appropriate channels—directly to the committee in person, by phone, or email (contact details on our website)
- Remain in designated spectator areas unless officiating or volunteering
- Refrain from smoking, swearing, threatening behaviour, or intoxication while on club or venue grounds

Hunter Sports Centre Rules:

- Enter and exit only through designated doors
- Keep restrooms, grandstands, track, and surrounding areas clean and tidy
- Use bins to dispose of all rubbish
- Treat venue property, equipment, and facilities with care
- Park only in designated areas
- No smoking is permitted anywhere onsite

Failure to follow these venue rules may result in removal from the premises and could affect access to this facility.

Reporting a Concern or Breach:

If you witness or experience behaviour that breaches this Code of Conduct, you are encouraged to report it to the club committee:

- In person
- By phone
- Via email

All contact details can be found on the Macquarie Hunter Athletics Club website.

All breaches of this Code of Conduct will be addressed in accordance with the Club's Disciplinary Policy.

- Where behaviour is a criminal act, the matter will be immediately referred to the NSW Police by the Club Secretary, and the process will proceed in line with Step 3 of the Disciplinary Policy after the authorities have completed their investigation.
- Where the breach is not criminal, it will follow the staged process in the Disciplinary Policy (Steps 1–3).

Consequences for Breaches:

Consequences will be determined in line with the Disciplinary Policy:

- **Minor Breach:** May result in a verbal or written warning, and/or provision of guidance and training. Repeat or multiple Minor Breaches may lead to suspension.
- **Major Breach:** May result in immediate suspension or a lifetime ban, particularly where conduct is deliberate, serious, or involves a criminal offence.
- Members receiving a lifetime ban relevant to an affiliated body will be formally reported to that body with all previous disciplinary action documented.

Record Keeping:

All reported breaches, investigations, and outcomes will be documented and stored securely by the Club in accordance with the Disciplinary Policy.