

## AUSTCYCLE AND CYCLING AUSTRALIA TEACHER AND COACH CODE OF BEHAVIOUR

### VALUES

- Promote the participation of all Australians in safe and enjoyable cycling programs conducted by accredited AustCycle/Cycling Australia Teachers and Coaches.
- Enhance cycling knowledge while developing cycling safety and survival skills.
- Encourage public awareness of the importance of cycling education and cycling skills.
- Encourage confidence in cycling education and cycling skills.
- Be a positive role model for the recreational and sporting pursuits of Cycling, participants, athletes, officials and all other involved stakeholders.

### CODE OF BEHAVIOUR, REGULATIONS AND POLICIES

- Abide by, implement and enforce the Code of Behaviour, policies, rules and regulations of AustCycle, Cycling Australia, and their affiliated bodies.
- Accept any judgements made by AustCycle, Cycling Australia, their affiliated bodies, and/or its agents.
- Operate within the rules, guidelines and spirit of the sport of Cycling, promoting fair play over winning at any cost.
- Promote a zero-tolerance to doping and drugs in sport in accordance with *Cycling Australia Anti-Doping Policy* and in consultation with the Australian Sports Drug Agency. Refer to the Cycling Australia website [www.cycling.org.au](http://www.cycling.org.au) for this policy and how it applies to Teachers, Coaches, participants and athletes.
- Promote an environment that is free of harassment in accordance with the Australian Sports Commission's *Harassment-free Sport Guidelines*. Refer to the Australian Sports Commission website [www.usport.gov.au](http://www.usport.gov.au) or contact AustCycle/Cycling Australia for further information on harassment issues.
- Abide by and promote safe cycling in accordance with the laws, regulations and guidelines as stipulated by the applicable authorities in the applicable State/Territory (including but not limited to road/traffic authorities, working with children check legislations, departments of education, venue/landholders, local councils and other stakeholders). You accept the responsibility of being up-to-date with these laws, regulation and requirements and understand that there are some variations in the laws and regulations between different States/Territories.

### PROFESSIONALISM AND INTEGRITY IN TEACHING AND COACHING

#### Respect

- Respect the right, dignity and worth of every human being.
- Be fair, considerate and honest with participants and athletes.
- Display control, respect, dignity, professionalism and courtesy to all involved in Cycling.
- Respect the talent, development stage and goals of participants and athletes.

#### Inclusiveness

- Promote an environment that is free of any discriminatory practices. Within the context of the activity, treat everyone equally regardless of gender, race (including colour, nationality and national or ethnic origin), sexuality, religion, political belief or activity, age, marital or relationship status, pregnancy, impairment or disability.
- Treat all participants and athletes as individuals who are deserving of equal attention and opportunities.

#### Encouragement

- Ensure the participant/athlete's time with you is a positive and rewarding experience.
- Help each participant/athlete reach their full potential.
- Encourage your participants/athletes to demonstrate control, respect, dignity, professionalism and courtesy to all involved in Cycling.

## Behaviour

- Commit to the providing of a quality service to your participants/athletes.
- Be honest and do not allow your qualifications to be misrepresented.
- Be professional and accept responsibility for your actions.
- Display a high standard in your language, manner, punctuality, preparation and presentation.
- Refrain from using your AustCycle/Cycling Australia accreditation or affiliation with these organisations to seek any benefit or influence that may be or perceived to be immoral, improper or unfair.
- Refrain from any form of harassment (including but not limited to sexual or racial harassment) or personal abuse (including but not limited to verbal, physical and emotional abuse) towards participants, athletes, officials and all other involved stakeholders.
- Be alert to any forms of abuse between your participants/athletes and/or directed towards your participants/athletes.
- Any physical contact with participants/athletes shall be appropriate to the situation and necessary for the further development of the participant/athlete's skill.
- Refrain from initiating inappropriate intimacy or a relationship with a participant/athlete and discourage any attempt by a participant/athlete to initiate inappropriate intimacy or a sexual relationship with you.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in supervisory capacity or where a power imbalance will exist) with athletes under the age of 18 years.

## **POSITIVE REPRESENTATION OF AUSTCYCLE, CYCLING AUSTRALIA AND AFFILIATED BODIES**

- Represent AustCycle, Cycling Australia and their affiliated bodies and the cycling and road safety teaching industry in a professional manner without bringing these organisations or the sport of cycling into disrepute.
- Be clear and publicly disclose the expectations AustCycle Providers and AustCycle/Cycling Australia Teachers/Coaches.
- Promote AustCycle, Cycling Australia [and their affiliated bodies], their Teacher/Coach accreditation program and the delivery of AustCycle/Cycling Australia sessions/programs.
- Promote AustCycle, Cycling Australia and their affiliated bodies and ensure the appropriate and authorised use of teaching/coaching tools, logos, resources, materials.
- Recognise that the licensed Property and all documents produced by Austcycle and Cycling Australia, including without limitation manuals, codes of conduct and forms ("AustCycle and Cycling Australia Material") are the property of AustCycle and Cycling Australia. AustCycle and Cycling Australia reserve all rights in the AustCycle and Cycling Australia Material, including intellectual property rights. Any reproduction or adaption of AustCycle and Cycling Australia Material requires AustCycle and Cycling Australia's prior written consent.

## **PROGRAMS AND PARTICIPATION**

- Teach and coach within the limits of competence and remit as deemed by the AustCycle/Cycling Australia qualifications held.
- Ensure equipment, training and the environment are appropriate to the age, level of fitness and skill of the participant/athlete.
- Provide a planned, balanced and sequential program of cycling skill development and bike safety based on individual participant/athlete needs and where appropriate, provide a modified training program.
- Maintain appropriate records and adhere to the record management instructions as stipulated by AustCycle, Cycling Australia, their affiliated bodies and involved stakeholders.
- Provide equal opportunity for all to learn cycling, road safety and survival skills notwithstanding individual differences and needs.
- Modify the program to cater for those with disabilities, children, adult learners and those with injuries.
- Ensure that methods of supporting participants/athletes are consistent with established practices.
- Ensure physical support is only provided to facilitate learning or safe performance.
- Deliver programs only to members of Cycling Australia and their affiliated bodies and/or operate under an AustCycle Licensed Provider to deliver community and school based programs and/or conduct AustCycle programs through AustCycle registered schools.

## **SAFETY**

- Follow policies and guidelines as stipulated by AustCycle, Cycling Australia and their affiliated bodies relating to safety, teaching/coaching ratios, emergency procedures and duty of care towards others.

- Provide a safe environment and do not expose your participants/athletes to unnecessary risks.
- Ensure equipment and facilities meet safety standards.
- Show concern for the health, safety and welfare of participants, athletes, colleagues and stakeholders.
- Encourage participants/athletes to seek medical advice. Allow participant/athlete further development only when appropriate and where appropriate, based on medical advice.
- Abide by established laws, regulations and standards for road safety.

#### **DEVELOPMENT AND MAINTENANCE OF ACCREDITATION CURRENCY**

AustCycle/Cycling Australia Teachers and Coaches are expected to:

- Maintain the accreditation requirements by ensuring currency of membership, first aid certificates and working with children checks at all times. Copies of updated certificates/checks must be supplied to AustCycle/Cycling Australia as soon as practicable.
- Maintain or improve your current level of accreditation.
- Seek continual improvement through performance approval, professional development and ongoing Teacher/Coach education. Maintain a record of these activities to support re-accreditation purposes.

#### **TEACHER/COACH EXPECTATIONS**

AustCycle/Cycling Australia Teachers and Coaches can expect to:

- Be treated with respect and openness;
- Have access to professional development opportunities;
- Be matched with a level of teaching/coaching appropriate to their level of accreditation and level of competence.

#### **BREACHES, COMPLAINTS AND GRIEVANCES**

- I agree to respond to any complaints professionally and in a timely fashion.
- I acknowledge that AustCycle, Cycling Australia and/or their affiliated bodies may take disciplinary action against me if I breach this Code of Behaviour.
- I understand that AustCycle, Cycling Australia and/or their affiliated bodies is required to implement a complaints handling procedure in accordance with the principles of natural justice, in the event of an allegation against me. Refer to the Cycling Australia website [www.cycling.org.au](http://www.cycling.org.au) or [www.austcycle.com.au](http://www.austcycle.com.au) for the applicable policy OR Refer to AustCycle or Cycling Australia for further information.
- I recognise that breaches of this Code of Behaviour and disciplinary action against me may result in suspension or termination of AustCycle/Cycling Australia Teacher/Coach accreditation, AustCycle Provider and/or de-registration from the National Coaching Accreditation Scheme.

