

# THE GLIDING FEDERATION OF AUSTRALIA INC

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## PART D: ROLE-SPECIFIC CODES OF CONDUCT

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- Attachment D1: GFA Official Code of Conduct**
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All the above Codes of Conduct are adopted as part of the Official GFA Member Protection Policy. Whilst they are reproduced below as part of this policy, you should check the GFA website Documents Page to ensure you have the most recent updated version.

### Attachment D1:



### GFA Official Code of Conduct

#### ***General Code of Behaviour***

As a member of GFA, a State association or an affiliated club or a person required to comply with GFA's Member Protection Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GFA, a State Association or an affiliated club and in any role you hold within Gliding, a State Association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to Gliding's standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern Gliding, the State associations and the affiliated clubs.
7. Do not use your involvement with Gliding, a State association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Gliding, a State association or an affiliated club.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring Gliding, a State association or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick, handicapped or injured.

14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

## Attachment D2:



### GFA Instructor/Coach Code of Conduct

#### ***GFA Instructing and Coaching Code of Behaviour***

In addition to GFA's General Code of Behavior, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GFA, a member association or an affiliated club and in your role as an instructor or coach appointed by GFA, a member association or an affiliated club:

1. Do not tolerate acts of aggression.
2. Provide feedback to pilots and other participants in a manner sensitive to their needs. Avoid unnecessary negative feedback.
3. Recognise pilots' rights to consult with other instructors, coaches and advisers. Cooperate fully with other specialists (for example, airworthiness personnel and sports scientists).
4. Treat all pilots fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
5. Encourage and facilitate pilots' independence and responsibility for their own behaviour, performance, decisions and actions.
6. Appropriately involve the pilots in decisions that affect them.
7. Encourage pilots to respect one another and to expect respect for their worth as individuals regardless of their level of experience.
8. Ensure that the tasks and/or training set are suitable for experience, ability, and physical and psychological conditions of the pilots.
9. Be acutely aware of the power that you as an instructor or coach develop with your pilots in the instructional/coaching relationship and avoid any sexual intimacy with pilots that could develop as a result.
10. Avoid situations with your pilots that could be construed as compromising.
11. Actively discourage the use of performance enhancing drugs and illegal substances.
12. Discourage abuse of alcohol and tobacco.
13. Do not exploit any instructional/coaching relationship to further personal, political or business interests at the expense of the best interest of your pilots.
14. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
15. Know and abide by rules, regulations and standards, and encourage pilots to do likewise. Accept both the letter and the spirit of the rules.

## Attachment D3:



### GFA Pilot/Athlete Code of Conduct

In addition to GFA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GFA, a State association or an affiliated club and in your role as a pilot/participant in any activity held by or under the auspices of GFA, a State association or an affiliated club:

1. Respect the rights, dignity and worth of fellow pilots, instructors, coaches, and officials.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow pilots, airworthiness personnel and competitors.
4. Care for and respect the equipment provided to you by your club.
5. Be frank and honest with your instructor or coach concerning illness and injury and your ability to fly safely within the program requirements.
6. Do not attempt to gain favour or benefit by engaging in inappropriate intimate relationships with your instructor or coach.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Maintain acceptable personal behaviour standards at all times.
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team or club.
11. Cooperate with instructors, coaches and staff in development of programs to enhance your flying or other skills.

## Attachment D4:



### **GFA Administrator (Volunteer) Code of Conduct**

In addition to GFA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of GFA, a State association or an affiliated club and in your role as an administrator of Gliding, a State association or an affiliated club:

1. Resolve conflicts fairly and promptly through established procedures.
2. Maintain strict impartiality.
3. Be aware of your legal responsibilities



## **Attachment D5:**

### **GFA Employee Code of Conduct**

In addition to GFA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by GFA, a State association or an affiliated club and in your role as an official appointed by GFA, a State association or an affiliated club:

1. Place the safety and welfare of the pilots/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.