

1. Purpose

The purpose of Code of Conduct (code) is to describe the type of behaviour that Paddle Queensland (PQ) is seeking to promote and encourage its members and supporters to adopt. PQ has adopted this code to assist defining what is appropriate (and inappropriate) conduct. PQ is committed to the promotion of Paddling as a positive active and healthy lifestyle choice.

2. Application

The code shall apply to all persons formally associated with paddling in Queensland. In particular, it shall apply to:

- 2.1. Persons acting for or on behalf of PQ.
- 2.2. Athletes, coaches, managers and support staff of PQ.
- 2.3. All persons participating in PQ sanctioned events.
- 2.4. Officials, Commissaires and support personnel assisting in or conducting PQ events.
- 2.5. PQ appointed delegates and employees of PQ.

3. Key Principles

The key principles of the code of conduct are outlined below.

- 3.1. PQ wishes to operate in an environment where people show respect for others and their property.¹
- 3.2. PQ wishes to operate in an environment that is free from harassment.²
- 3.3. PQ wishes to operate in a non-discriminatory environment. Respect the right, dignity and worth of every human being - within the context of the activity, treat everyone equally regardless of gender, ethnic origin or religion.
- 3.4. Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures as outlined in the Member Protection Policy.

4. Key Elements

All persons who are bound by this code shall:

- 4.1. Act in a manner that is compatible with the key principles of PQ;
- 4.2. Accord people involved in paddling & waterway usage with the appropriate courtesy, respect and regard for their rights and obligations;
- 4.3. Treat people's property with respect and due consideration of its value;
- 4.4. Show a positive commitment to PQ's policies, rules, procedures, guidelines and agreements;
- 4.5. Respect the law and customs of the places they visit;
- 4.6. Respect the confidentiality of information that they receive in the course of fulfilling their duties;
- 4.7. Uphold the standing and reputation of paddling & waterways users within Queensland;
- 4.8. Not misuse provided funds or property belonging to another party; and
- 4.9. Observe and comply with the Anti Doping Rules set out in the PA Doping Policy.

¹Respect is defined as consideration for another's physical and emotional wellbeing and possessions, to ensure no damage or deprivation is caused to either.

²Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment.

5. Unacceptable Behaviour

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the sport.

- 5.1. 'Sledging' other athletes, officials or event organisers.³
- 5.2. Excessive use of alcohol, acting in a way that becomes a public nuisance, or creating a public disturbance.
- 5.3. Damaging another person's property or depriving them of that property.
- 5.4. Any sexual relations between an appointed official and a junior athlete (under the age of consent). The wishes and desires of the athlete cannot justify such relations. Sexual relations between officials and adult athletes is also strongly discouraged.
- 5.5. Any physical contact with athletes shall be appropriate to the situation and be necessary for the further development of the athlete's skill.
- 5.6. The use or encouragement of the use of banned substances.⁴
- 5.7. Statements that are deemed to denigrate the group that an individual is representing.
- 5.8. Any type of gambling, betting or organisation of betting at any PQ event, while competing, officiating or undertaking a management role.
- 5.9. Any form of harassment.

6. Officials Code of Ethics

The responsibility for the ethical conduct of PQ events rests equally with officials and participants as well as coaches, media, and spectators. The duty of an official carries with it an obligation to perform those duties with accuracy, consistency, objectivity and a high sense of integrity. To preserve and encourage confidence in the professionalism and integrity of Paddle Queensland officiating, all officials are expected to follow ethical behaviour.

PQ officials expect that:

- 6.1. Their health and safety will be considered of paramount importance;
- 6.2. They will be treated with respect and openness;
- 6.3. They will be appointed to a level of event appropriate to their level of competence; and
- 6.4. They will have access to self-improvement opportunities.

PQ officials will observe and adhere to the following code of ethics:

- 6.5. Place safety and welfare of the participants above all else;
- 6.6. Accept responsibility for their actions;
- 6.7. Be impartial;
- 6.8. Avoid any conflict of interest;
- 6.9. Be courteous, respectful and open to discussion and interaction;
- 6.10. Value the individual;
- 6.11. Encourage inclusivity and access for all potential participants;
- 6.12. Be a positive role model in behaviour and personal appearance;
- 6.13. Refrain from any form of personal abuse to others;
- 6.14. Refrain from any form of sexual harassment; and
- 6.15. Show concern and caution towards sick and injured participants.

³ Sledging is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse.

⁴ The banned substance list is as outlined under current PQ doping listings. Go to <https://qld.paddle.org.au/about-us/policies/>