

## NZIFSA CODE of ETHICS

Version 3.0 (9 April 2016)

### 1. Purpose

This Code of Ethics describes the ethical conduct expected of the NZIFSA, its individual members, coaching members and officials, judges, administrators and volunteers when involved in NZIFSA related activities.

### 2. Application and Interpretation

The Code applies to the NZIFSA, all its members, coaching members, its Affiliated Clubs and Sub-Associations, and officials, judges, administrators and volunteers, in all activities conducted under the general authority of the NZIFSA. The Constitution and New Zealand law shall apply to its interpretation.

### 3. Ethical obligations of the NZIFSA

The NZIFSA shall:

- act with fairness, honesty and integrity in all of its activities;
- conduct its affairs in a transparent and open manner except for personnel matters, for the discussion of issues which were brought to the NZIFSA in confidence, for the purpose of obtaining legal advice, or where required by a commercial non-disclosure agreement or the law; and
- be accountable to its members and involve them in the governance of the NZIFSA.

### 4. Ethical obligations of each individual member

Each member of the NZIFSA has the following obligations:

- to comply with the Constitution, the Regulations and New Zealand law;
- to respect, promote and practise fair play, honesty and sportsmanship;
- to treat everyone equally regardless of gender, disability, ethnic origins or religion;
- to show friendship and respect to others in the sport by rejecting cheating, gamesmanship, doping, physical and verbal abuse or aggression, exploitation, or any form of behaviour that brings the sport into disrepute or is likely to prove harmful to any other participant in the sport;
- to be courteous and respectful at all times towards officials, competitors and other members, and to acknowledge and appreciate the role that each has in the sport;
- to be mindful of the vulnerability of young athletes to deceit, manipulation and false promises of success and fame, to maintain the highest standards of personal behaviour towards them, to respect them as individuals and to protect them from abuse or exploitation of any kind, including sexual exploitation; and

- to behave always in a manner that promotes trust and confidence amongst other members, the media and the public.

## **5. Ethical obligations of elected office-bearers and appointed officials**

Those elected as Officers and appointed as officials of the NZIFSA have the following additional obligations:

- to actively avoid voting upon, or in any other way influencing any decision where the member has a personal or financial interest greater than that of the members generally. This includes, but is not limited to, interests in personal or family gain, public acclaim advantage or opportunity, the award of contracts, the purchase of goods and services, engaging of consultants, payment or reimbursement for services performed for the NZIFSA, hiring of employees and the allocation of NZIFSA resources.
- to declare immediately any conflict of interest, actual or potential, and to abstain from taking part in decision-making in such situations;
- to actively avoid any opportunity to reward or bring advantage to friends, family, the coach of a family member or fellow club members through the holding of office, and to consciously avoid biased or parochial attitudes or behaviour in the administration of NZIFSA affairs;
- to actively avoid favouritism for or prejudice against any Member, Officer, official or coach;
- to actively avoid accepting cash, travel, hotel accommodations, entertainment or other benefits and favours except as customary in the normal course of duty to the sport or commercial activity carried out by the NZIFSA. Favours and benefits with a value in excess of \$200 must be reported to the NZIFSA Board without undue delay.
- to keep confidential all NZIFSA information as required by law or the Constitution, Regulations or meeting procedures; and
- to ensure that NZIFSA properties, funds, services and influence are not taken or used for private gain.

## **6. Ethical obligation of coaches**

Each coaching member of the NZIFSA has the following additional obligations:

- to respect the talent, development stage and goals of each athlete in order to help each athlete reach their potential.
- to not disclose any confidential information relating to athletes without their prior written consent.
- to accept all athletes are deserving of equal attention and opportunities and ensure the athletes time spent with you is a positive experience.
- to show concern and caution towards ill or injured athletes with any further participation in training and competition, by these skaters, only when appropriate and encourage athlete to seek medical advice when required
- to refrain from any form of verbal, physical or emotional abuse towards your athletes.

- to ensure any physical contact with athletes should be appropriate to the situation and necessary for the athletes' skill development.
- to respect another coaches teaching method and/or techniques. Respect another person's opinion.
- to display high standards in your language, manner, punctuality, preparation and presentation.
- to ensure equipment, rules training and the environment is appropriate for the age, physical, emotional maturity, experience and ability of the athletes.
- to seek continual improvement through ongoing coach education, and other personal and professional development opportunities.
- to keep up to date with NZIFSA and ISU Rules & Regulations and relevant NZIFSA Policies.

## **7. Accountability**

Alleged violations of this Code should be brought to the attention of the Board for consideration. All violations of this Code are detrimental to the best interests of the sport and breaches may be dealt with by the Board under Clause 3.6 of the Constitution.