



DANCESPORT

AUSTRALIA

Code of Conduct

Commencement Date: 1 August 2022

Contents

1. Background	1
2. Definitions	1
3. Jurisdiction	3
applies	3
4. Expected Behaviours	3
4.1 All Relevant Persons	3
4.2 Competitors	4
4.3 Coaches	5
4.4 Parents and Spectators	5
4.5 Scrutineers	6
4.6 Adjudicators	7
5. Prohibited Conduct	8
6. Conduct and Disciplinary Policy	9

1. Background

- 1.1 DanceSport Australia is committed to providing a safe environment for participation for all of its members.
- 1.2 DanceSport Australia is also committed to promoting and strengthening the positive image of DanceSport and its Participants in Australia and to ensuring that everyone involved with DanceSport is treated with respect and dignity.
- 1.3 This Code of Conduct aims to ensure that everyone involved in DanceSport is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.4 This Code of Conduct:
 - (a) Prescribes Prohibited Conduct;
 - (b) Can be adopted at the DanceSport, Member Organisation and Affiliate level without amendment; and
 - (c) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.5 The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

2. Definitions

In this Policy the following words have the corresponding meaning:

Activity means a DanceSport contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by DanceSport Australia or a DanceSport Organisation.

Administrators – see ‘Participant’.

Affiliate means a member of a Member Organisation including (as applicable) studios, districts, regions and zones.

Athletes - see ‘Participant’

Authorised Provider means any non-DanceSport Organisation authorised to conduct an Activity.

Coaches – see ‘Participant’.

Code of Conduct means this Code of Conduct.

Competitors – see ‘Participant’.

DanceSport means the sport of DanceSport, and a reference to DanceSport means collectively DanceSport Australia, Member Organisations and Affiliates.

DanceSport Australia means DanceSport Australia.

DanceSport Organisation means DanceSport Australia and each Member Organisation or Affiliate that has adopted this Policy.

Member Organisation means a sporting organisation that is a member of DanceSport Australia in accordance with the provisions of the DanceSport Australia Constitution.

National Integrity Framework means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by DanceSport Australia.

Officials – see ‘Participant’

Participant means:

- (a) Athletes or Competitors who are registered with a DanceSport Organisation or entitled to participate in an Activity;
- (b) Coaches appointed to train an athlete or team in an Activity;
- (c) Administrators who have a role in the administration or operation of a DanceSport Organisation, including owners, directors, committee members or other persons;
- (d) Officials including adjudicators, scrutineers, referees, umpires, technical officials, or other officials appointed by a DanceSport Organisation or any league, competition, series, club or team sanctioned by a DanceSport Organisation;
- (e) Support personnel who are appointed in a professional or voluntary capacity by a DanceSport Organisation or any league, competition, series, club or team sanctioned by a DanceSport Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct. **Prohibited Conduct** means the conduct proscribed at clause 5.1 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) A DanceSport Organisation;
- (b) An Authorised Provider;
- (c) A team, which means any collection or squad of athletes who compete and/or train in DanceSport; and
- (d) Any other organisation that has agreed to be bound by this Policy.

Relevant Person means any of the following individuals:

- (a) An individual registered as a member of a DanceSport Organisation;
- (b) A Participant;
- (c) An employee employed by DanceSport Australia, a DanceSport Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of DanceSport Australia, a DanceSport Organisation or an Authorised Provider;
- (e) A volunteer engaged by DanceSport Australia, a DanceSport Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, Officials, Administrators and team and support personnel; and
- (f) Any other individual who has agreed to be bound by this Policy.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised DanceSport or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a National Integrity Framework policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

4.1 Relevant Persons and Relevant Organisations must:

- (a) Act and operate within the rules and spirit of DanceSport;
- (b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (e) Accept and respect the authority of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play;
- (f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;

- (g) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the DanceSport Australia National Integrity Framework, namely:
 - (i) The National Integrity Framework document;
 - (ii) The Member Protection Policy;
 - (iii) The Child Safeguarding Policy;
 - (iv) The Competition Manipulation and Sport Wagering Policy; and
 - (v) The Improper Use of Drugs and Medicine Policy;
- (i) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (j) Not engage in behaviour that is:
 - (i) drunk and disorderly;
 - (ii) public or domestic violence;
 - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (iv) unlawful or unsafe;
- (k) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (l) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (m) Call the police if they are concerned about escalating behaviour and their safety or the safety of others;
- (n) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (o) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

4.2 To the extent not already defined in the Code of Conduct, Competitors must:

- (a) At all times act in a sportsmanlike manner and while in public must act in a way that does not bring DanceSport, fellow Competitors or DanceSport Australia into disrepute;
- (b) Not connive in a breach of these rules by making false statements, by withholding information about their age, qualifications or other matters that would result in their being ineligible to enter an event;
- (c) Be a good sport and encourage your partner or fellow team members if you are part of a larger team;
- (d) Be considerate to your partner and work as a team;
- (e) Be willing to train and prepare for competition;
- (f) Compete only when you are fully fit;
- (g) Be realistic in setting your personal goals.

4.3 To the extent not already defined in the Code of Conduct, Coaches must:

- (a) Not misrepresent their Coaching accreditation level or experience;
- (b) Not falsely claim to be the Coach of a particular Competitor, couple or team, or misrepresent the competition results they have achieved as a Coach;
- (c) Not seek by any means to improperly influence or intimidate an adjudicator;
- (d) Not discuss with an adjudicator who is on the judging panel for an event the merits of the performance of a Competitor in that event before the completion of the final round;
- (e) Not undertake any conduct that is intended to gain for a Competitor an unfair advantage over other Competitors;
- (f) Not solicit engagement as a Coach or teacher in any of the DanceSport styles, at any establishment or with any organisation at or in respect of which another DanceSport Australia licensed Coach holds a designated teaching appointment, except with the consent of that other licensed Coach;
- (g) Not directly solicit the tuition of persons known to them to be coached by another licensed Coach;
- (h) Encourage couples to develop basic skills and avoid over specialisation in any style during their formative years;
- (i) Design training programs that are specific to each Competitor's needs;
- (j) Not confuse the role of Coach with their own creative aspirations;
- (k) Not hold back Competitors or couples in their care if they need to be taught by other Coaches to continue their progress;
- (l) Acknowledge the skills they have and the things which they are good at;
- (m) Never ridicule a couple for making mistakes or losing a competition;
- (n) Develop Competitors' respect for the ability of opponents and opposing Coaches;
- (o) Follow medical advice when determining when an injured Competitor is ready to train again;
- (p) Do not impose an unnecessary, idiosyncratic or dogmatic interpretation of style, allow the couple to develop their own style;
- (q) Choreography should only be taught that is within the skill level of the couple, and should never supersede the need for technical skill, artistic interpretation and floorcraft by the couple; and
- (r) Continue to develop their skills by attending seminars and workshops and keeping themselves informed on developments in technique, style and sound coaching principles.

4.4 To the extent not already defined in the Code of Conduct, parents and spectators must:

- (a) Not put undue pressure on children, berate them or put down their performance;
- (b) Not connive in a breach of these rules by making false statements, by withholding information about a Competitor's age, grade, qualifications, or other matters that would result in their being ineligible to enter an event;
- (c) Encourage Competitors to always abide by the rules;
- (d) Not force an unwilling child to participate in DanceSport;

- (e) Remember that children are involved in DanceSport for their enjoyment and fulfilment, not yours;
- (f) Teach your child that honest effort is as important as winning so that the result of each competition is accepted without undue disappointment;
- (g) Encourage your child to work towards skill improvement and good sportsmanship;
- (h) Have realistic expectations for your child and his/her partner;
- (i) Be honest, but generous with your praise when it is deserved;
- (j) Remember that children learn best by example, and applaud good performances by your child's opponents;
- (k) Appreciate the contribution and commitment of Coaches; and
- (l) Ensure that your child is adequately supervised at all times.

4.5 To the extent not already defined in the Code of Conduct, Scrutineers must:

- (a) Not misrepresent their Scrutineer's accreditation or experience;
- (b) Not make a false statement in relation to his/her Scrutineer's license;
- (c) Not coach, teach or give advice to a participating couple during an event which they are scrutineering;
- (d) Not discuss with another Official, Adjudicator or Scrutineer the merits of the performance of a Competitor in that event, before the completion of the final round;
- (e) Not undertake any conduct that is intended to gain for a Competitor an unfair advantage over other Competitors;
- (f) Not condone discriminatory or improper behaviour by a fellow Scrutineer;
- (g) Not disclose the recall details of any event without the consent of either the Chairman of Adjudicators or the organiser of the event;
- (h) Not disclose any final results of any event without the consent of either the Chairman of Adjudicators or the organiser of the event;
- (i) Not discuss the performance of any couple with spectators, Competitors or Coaches, until after the final round has been completed.
- (j) Understand that they occupy a position of trust in their capacity as a Scrutineer, and a higher standard of behaviour is required of Scrutineers than all other persons, before during and after the conduct of events;
- (k) Comply with the basic requirement of the Scrutineer's licence that any Scrutineer engaged to officiate at an event shall on arrival at the venue:
 - (i) Report his/her presence to the organiser and Chairman of Adjudicators;
 - (ii) Ascertain the timetable of the competitions;
 - (iii) Be available as scheduled,
- (l) When acting as a participating Scrutineer, not:

- (i) Arrive late;
- (ii) Consume alcohol;
- (iii) Offer opinion on Competitor's dress, manner of performance prior to or during a competition or championship;
- (iv) Dress inappropriately;
- (v) Engage in secretive conversations;
- (vi) Criticise members of the dance fraternity, demonstrate anger, frustration or irritability.

4.6 To the extent not already defined in the Code of Conduct, Adjudicators must:

- (a) Retire from the panel of an event on any occasion they have a member of their own immediate and extended family competing in that event;
- (b) Not misrepresent their adjudicator's accreditation level or experience;
- (c) Not make a false statement in relation to their adjudicator's licence;
- (d) Not coach, teach or give advice to a participating couple during an event which they are judging;
- (e) Not seek to improperly influence or intimidate another adjudicator;
- (f) Where the adjudicator is not on the judging panel, not discuss with an adjudicator who is on the judging panel, the merits of the performance of a Competitor in that event, before the completion of the final round;
- (g) Not mark or threaten to mark a couple other than on their merits;
- (h) Not undertake any conduct that is intended to gain for a Competitor an unfair advantage over other Competitors;
- (i) Not condone discriminatory or improper behaviour by a fellow adjudicator;
- (j) Not participate on a judging panel if they know that another member of the panel has had their license suspended or withdrawn;
- (k) Not participate on the judging panel for a prescribed unregistered event;
- (l) Not discuss the performance of any couple with spectators, Competitors or Coaches, until after the final round has been completed;
- (m) Not judge the same session of an event where they may be competing (for example in Pro/Am or Coach/Student events);
- (n) Understand that they occupy a position of trust in their capacity as an Adjudicator, and a higher standard of behaviour is required of Adjudicators than all other persons, before during and after the conduct of events;
- (o) Be consistent, objective, and neutral in their decisions;
- (p) Be meticulous in penalising dangerous and/or violent behavior;
- (q) Maintain and develop their judging skills by keeping themselves informed on developments in technique, style and sound judging principles;
- (r) Interpret technique and competition rules to match the skill level of the Competitors;
- (s) Use common sense to ensure that the spirit of competition is not lost by an unnecessary, idiosyncratic or dogmatic interpretation of style;
- (t) Comply with the basic requirement of an Adjudicator's licence that any Adjudicator engaged to officiate at an event shall on arrival at the venue:

- (i) Report their presence to the organiser and chairman of adjudicators;
- (ii) Ascertain the timetable of the competitions;
- (iii) Be available as scheduled;
- (u) When sitting on the judging panel, during the conduct of an event:
 - (i) Stand apart or be seated apart from one another, and at such locations that they do not interfere with the Competitors;
 - (ii) Move to whatever position is required to see all of the couples;
 - (iii) Judge independently and not compare notes with the other Adjudicators;
 - (iv) If judging by paper, clearly mark and sign their score cards in ink, including their code letter. Each and every alteration to the score card must be initialed by the adjudicator;
 - (v) Immediately leave the floor after the Competitors (except where rotating panels are involved);
- (v) When acting as a participating Adjudicator, not:
 - (i) Arrive late;
 - (ii) Consume alcohol;
 - (iii) Offer opinion on Competitor's dress, manner of performance prior to or during the event;
 - (iv) Dress inappropriately;
 - (v) Engage in secretive conversations;
 - (vi) Try to cover up marking mistakes, or fail to ask for help when required;
 - (vii) Leave the floor until the event being judged is completed;
 - (viii) Criticise members of the dance fraternity, demonstrate anger, frustration or irritability;
 - (ix) Mark contrary to any DanceSport rules.
- (w) Adhere to the recommended dress code for adjudicators, which is as follows:
 - (i) Male Daytime
 - (A) Lounge – Suit and Tie
 - (B) Evening – Dinner Suit and Bow Tie
 - (ii) Female
 - (A) Daytime – Smart daywear
 - (B) Evening – Long evening, or cocktail dress or evening trouser suit

5. Prohibited Conduct

5.1 A Relevant Person commits a breach of this Code of Conduct when they:

- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;

- (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or DanceSport into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or DanceSport;
 - (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
 - (d) Do not comply with any of clauses 4.1(i) through 4.1(o) and 4.2 to 4.6, inclusive.
- 5.2** Conduct that is alleged Prohibited Conduct under the National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.

6. Conduct and Disciplinary Policy

Subject to clause 5.2, the DanceSport Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.