



State Team Members
Code of Conduct

S.A.R.A State Team

“Code of Conduct” Requirements

1. Requirements of all S.A.R.A. State Team Members

As a member of any S.A.R.A. State Rifle team, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of S.A.R.A. and in any role you hold within said Team.

- 1.1** Respect the rights, dignity and worth of others.
- 1.2** Be fair, considerate and honest in all dealings with others.
- 1.3** Be professional in, and accept responsibility for your actions.
- 1.4** Be aware of, and maintain an uncompromising adherence to S.A.R.A. standards, rules, regulations and policies.
- 1.5** Operate within the rules of shooting including national and international guidelines which govern S.A.R.A. teams.
- 1.6** Understand your responsibility so as not to breach any part of S.A.R.A.’s “Code of Conduct”.
- 1.7** Do not use your involvement with S.A.R.A. or its members to promote your own beliefs, behaviour or practices where these are inconsistent with those of S.A.R.A. or its members.
- 1.8** Refrain from any form of abuse towards others.
- 1.9** Refrain from any form of harassment towards, or discrimination of others.
- 1.10** Work towards providing a safe environment for the conduct of all activities.
- 1.11** Show concern towards others who may be sick or injured.
- 1.12** Be a positive S.A.R.A. role model.

2. Who Does this Document Relate to?

- 2.1** This document applies to all State Team Captains, Team Managers, Shooters and Wind Coaches.

3. Status

- 3.1** This document forms part of S.A.R.A.’s Policy on “Expected behaviour and conduct”.
- 3.2** The Board of the S.A.R.A. may from time to time amend this document.
- 3.3** It is the intent of this document to ensure that appointed S.A.R.A. Team Captains, Wind Coaches, Managers and Shooting members are aware of, and carry out their obligations as ambassadors of S.A.R.A. Inc. in line with this document expectations.

4. How to Make a Complaint

- 4.1** Any person may make a complaint about any S.A.R.A. State Team member to whom this document applies, if they consider that person has, or may have, breached any part of this Policy.
- 4.2** A complaint may be made in writing or verbally to:- The S.A.R.A. CEO, or any S.A.R.A. Board member.

5. Complaint Process

- 5.1** If a person registers a complaint to any of those nominated in 4.2 above then that person must ask whether the complainant wishes him or her to listen and ask the complainant what course he or she wishes to be taken i.e. refer it to the board or for him or her to act as a mediator between the complainant and the alleged offender to try and resolve the complaint.
- 5.2** Having determined the complainant's wishes above at 5.1. The person listed in 4. must:
- (a)** act in accordance with the complainants wishes as set out in 5.1, and
 - (b)** keep the matter confidential and only discuss it with those people whom the complainant has authorised you to speak to about the complaint.

The Board will rule on all complaints and if deemed an appropriate penalty, may remove the offending team member from the current team and prohibit him or her from nominating for the next planned team event.

Definitions

- S.A.R.A.** South Australian Rifle Association Incorporated.
- The Board** Consists of those persons elected by the members in accordance with the Constitution of S.A.R.A.
- Member** Represents all financial members of S.A.R.A.
- CEO** Means the Chief Executive Officer of S.A.R.A. Incorporated.

S.A.R.A. Team Members Code of Conduct Agreement Policy

State Team Selectors are responsible to ensure that all current S.A.R.A. State Team members, i.e. Captains, Managers, Wind coaches and Shooters complete and sign the S.A.R.A. State Team "Code of Conduct Agreement Form" as part of their obligation of becoming a team member.

S.A.R.A. Teams "Code of Conduct" Document

All S.A.R.A. Shooting team members must agree to meet the following requirements in regard to their conduct during any activity held by the S.A.R.A. State Rifle Team in any role held! From the time of their selection to when presentation ceremonies have concluded.

1. Respect the rights, dignity and worth of every human being.	Within the context of being a team member treat everyone equally regardless of sex, disability, ethnic origin or religion.
2. Ensure the time spent as a team member is a positive experience to you and your fellow competitors.	All members and competitors are deserving of equal attention and opportunities.
3. Treat each team member and competitor as an individual.	Respect the instructions from those in authority and obey all team rules. Always be prepared to help and be fair, considerate and honest with fellow team members.
4. Be professional and accept responsibility for your actions.	Language, manner, punctuality, preparation and presentation should display high standards. Display control, respect, dignity and professionalism to all involved with the sport - this includes opponents, coaches, the media, parents and spectators.
5. Make a commitment to providing a quality service to the team.	Seek continual improvement of your attitude and shooting skills through adhering to your mentor s improvement plans. Maintain appropriate and factual records of practice results.

6. Operate within the rules and spirit of your sport.	The guidelines of national and international bodies governing your sport should be followed. Captains should educate their team members on drugs in sport issues in consultation with the Australian Sports Drug Regulations.
7. Refrain from any form of personal abuse towards your team members or opponents.	This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards yourself from any source.
8. Refrain from any form of harassment towards fellow team members, the public or your opponents	This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
9. Provide a safe environment for you and all your teammates.	Ensure your equipment and meet safety standards. Equipment, rules, training and the environment need to be appropriate to the team needs.
10. Show concern and towards sick and injured team members.	Further participate in training and competition only when appropriate. Encourage team members and yourself to seek medical advice when required. Maintain the interest and support towards sick and injured team members.
11. Be a positive role model for fellow members, S.A.R.A. and your team.	



DECLARATION
S.A.R.A. State Team
Code of Conduct

I..... [Please print full name]

**HAVE READ AND UNDERSTOOD S.A.R.A.'S STATE TEAM "CODE OF CONDUCT" DOCUMENT AND
AGREE TO ABIDE BY THE CONDITIONS CONTAINED WITHIN.**

.....

Signature

.....

Date

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Witness (any State Team Selector may witness the document)