

THE GLIDING FEDERATION OF AUSTRALIA INC,
TRADING AS GLIDING AUSTRALIA

ABN 82 433 264 489

www.glidingaustralia.org



CODE OF CONDUCT POLICY

Protecting the integrity of gliding

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TABLE OF CONTENTS

1. Overview.....	4
2. Definitions.....	4
3. Schedules of Codes.....	5
SCHEDULE 1 - CODE OF CONDUCT - GENERAL.....	5
SCHEDULE 2 - PILOTS.....	7
SCHEDULE 3 - ADMINISTRATORS AND VOLUNTEERS.....	8
SCHEDULE 4 - TRAINERS.....	9
SCHEDULE 5 - PARENTS AND GUARDIANS	10
SCHEDULE 6 - SPECTATORS	11
SCHEDULE 7 - DOMESTIC COMPETITIONS.....	12
SCHEDULE 8 - INTERNATIONAL TEAMS	13
International Teams - General	13
Australian Team Captain	13
Australian International Team Member (pilots)	14
Australian Team Crew	15
Parent/ Guardian	16

1. Overview

Gliding Australia seeks to provide a safe, fair, and inclusive environment for everyone involved in our organisation and in our sport. We constantly work to continue the business of providing fair, safe, and socially responsible gliding, an activity that makes it vulnerable if its professional, public or media image is damaged in any way.

When participating in any Gliding Australia sanctioned and/or related activity in any capacity whatsoever, regardless of whether they are participating in a paid or unpaid/voluntary capacity, we expect certain standards of behaviour from all Relevant Persons and Relevant Organisations to which this Policy applies (while they are a Relevant Person or a Relevant Organisation), spectators, and all other people under our control (Other Persons). This also includes while travelling to and from those places and at all other times at which Relevant Persons are wearing Gliding Australia apparel or uniforms whether compulsory or by choice.

Our Codes of Conduct are underpinned by the following core values:

- To act professionally and always represent Gliding Australia and our sport in a professional manner.
- To act within the Rules and spirit of our sport.
- To display respect and courtesy towards everyone involved in our sport.
- To prevent discrimination and harassment.
- To prioritise the safety and well-being and health of all people who participate in and who are involved in our sport.
- To encourage and support opportunities for participation in all aspects of our sport.

This Code of Conduct, as amended from time to time, binds all Relevant Persons, Relevant Organisations and Other Persons.

2. Definitions

Defined terms not otherwise defined in this Code of Conduct Policy have been defined in, and have the meaning given to them, in the Gliding Australia Constitution and Gliding Australia Integrity Framework Policies (GIF).

3. Schedules of Codes

SCHEDULE 1 - CODE OF CONDUCT - GENERAL

Relevant Persons and Relevant Organisations to which this Policy applies (while they are a Relevant Person or a Relevant Organisation) including but not limited to all Pilots, Administrators, Trainers, Organiser's, Coaches, Support Personnel as defined in the 'GIF' and spectators and all other persons under our control at any Gliding Australia sanctioned and/or related activity (Other Persons) are bound by our Code of Conduct and are encouraged and expected to:

1. Respect others' rights, dignity and worth;
2. Act in accordance with Gliding Australia's core values;
3. Be fair, considerate and honest in all interactions with others;
4. Act professionally and accept responsibility for actions;
5. Commit to offering a high-quality service;
6. Maintain a duty of care (and adhere to any safety regulations) to those involved in Gliding Australia, Regional Associations and Affiliated Clubs;
7. Be aware of, and maintain an uncompromising adherence to Gliding Australia's standards, rules, regulations and policies including this policy and the Child Safeguarding Policy;
8. Establish and maintain an environment that is safe for the conduct of activities for Children;
9. Comply within the rules of the sport, including any Competition Rules, national and international guidelines governing Gliding Australia, Regional Associations and Affiliated Clubs;
10. Show consideration for the members' and participants' health, safety, and wellbeing;
11. Give everyone a fair chance to participate;
12. Be a positive role model, showing a high level of personal accountability (particularly when dealing with children and young people), and realising that your words and actions set an example for others;
13. When providing gliding services or while instructed to do so by an affiliated member (such as when representing Gliding Australia, Regional Associations, or Affiliated Clubs), wear their uniform, accreditation, and identity as necessary;
14. Understand the repercussions if they breach, or are aware of any breaches of, this code of conduct;
15. Do not shame, humiliate, mistreat, belittle, harass, or degrade, particularly minors;
16. Never treat anybody unfairly based on their disability, colour, ethnicity, or culture, especially children;
17. Avoid participating in any activity with a Participant that could endanger them;
18. Never act in a manner that would bring Gliding Australia, a Regional Association, or an Affiliated Club of the sport of gliding into disrepute;
19. Do not promote your personal ideas, actions, or practices through your involvement in gliding if they are at odds with those of Gliding Australia, an Affiliated Association, or an Affiliated Club;
20. Do not provide alcohol or drugs (including tobacco) to children participating in gliding activities or services; and
21. While on duty, do not:
 - use, possess, or be under the influence of an illegal drug;

- use, possess, or be under the influence of alcohol;
- be incapacitated by any other legal drug such as a prescription or over-the-counter medication.

SCHEDULE 2 - PILOTS

This Code of Conduct has been created for Pilots and must be followed in addition to the General Code of Conduct, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Conduct – Pilots.

Pilots are encouraged and expected to:

1. Recognise the talent, potential, and growth of other pilots;
2. Refrain from engaging in any acts of aggressiveness or violence, whether they are initiated or tolerated;
3. Take good care of and respect the tools and equipment they use or are given as part of their programme or activity;
4. Maintain emotional control and refrain from verbally abusing, swearing at, or acting around other people, making fun of other participants, or acting in a way that purposefully agitates or distracts a trainer or participant;
5. Uphold consistently high standards of behaviour towards participants, volunteers, and trainers;
6. Never challenge or contest an official's judgement. If a participant disputes a ruling, they must resolve their disagreement in line with the applicable rules and/or Regulations;
7. Be sincere in their attitude and practice-related preparation;
8. Cooperate with coaches, support personnel and other individuals who may assist you in your gliding development;
9. Refrain from acting in a way that is unethical, improper¹, or likely to damage the reputation of the Participant or the Affiliated Club;
10. Not engage in bullying of any kind or method including digital forums;
11. Not say or publish anything improper, insulting, or discriminating in public; and
12. Use appropriately the facilities and equipment made available for gliding activities.

¹ "improper" includes unsafe or any wilful breach of ops or AW regulatory requirements. If the incidents were wilful, reckless, antagonistic, or accompanied by bad behaviours, then there might be a behavioural, Code of Conduct issue, supported by a (parallel, independent) assessment of a technical or operation or safety breach.

SCHEDULE 3 - ADMINISTRATORS AND VOLUNTEERS

This Code of Conduct has been created for Administrators and Volunteers and must be followed in addition to the General Code of Conduct, which is applicable to all parties governed by this Policy.

1. The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Conduct – Administrators and Volunteers.
2. All paid administrators and volunteers are expected to:
3. Embrace a consultative and cooperative planning, management, leadership, and decision-making process;
4. Create accessible options for individuals to take part in gliding as trainers, administrators, or in any other function;
5. Make sure that all guidelines, tools, durations of activities, and practice schedules adhere to any governing regulations and are appropriate for participants' ages, skills and maturity;
6. Ensure an environment that provides quality supervision and instruction for Child Participants;
7. Remember individuals participate for their enjoyment and benefit, so maintain a balanced approach with awards and competition results with acknowledgement of social gliding participation;
8. Support coaches, trainers, and participants by promoting proper conduct and skill development to raise coaching and training standards;
9. Ensure that everyone participating in gliding emphasises sportsmanship, not winning at all costs, and fair play;
10. Encourage the application of all Gliding Australia, Regional Associations, and Affiliated Club policies and procedures; and
11. Make it clear any breach of this policy including abuse, bullying or harassment is unacceptable and may result in disciplinary action.

SCHEDULE 4 - TRAINERS

This Code of Conduct has been created for Trainers and must be followed in addition to the General Code of Conduct, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Conduct – Trainers.

Trainers are encouraged and expected to:

1. Comprehend each trainer role they are performing or intended to perform and complete the necessary trainer accreditation and/or endorsement;
2. Be fully conversant with the any other published rules and Regulations pertaining to gliding operations;
3. Actively maintain technical knowledge through upskilling opportunities, technical publications, and review of videos/livestreaming;
4. Be punctual for all training events and attend all relevant daily operations briefings;
5. Dress neatly, wearing appropriate Trainer clothing suited for their position and status as a trainer;
6. Be accountable for one's own training performance by being consistent and objective;
7. Be helpful when using the Trainers' templates and when giving impartial feedback for students learnings; and
8. Not act in a way that is unethical, improper, or likely to damage the participant's or the affiliated club's reputation.

SCHEDULE 5 - PARENTS AND GUARDIANS

This Code of Conduct has been created for Parents and Guardians and must be followed in addition to the General Code of Conduct, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Conduct – Parents and Guardians.

Parents and Guardians are encouraged and expected to:

1. Remember that their Child participates in gliding for the Child's enjoyment, not their own;
2. Focus on their Child's efforts, participation and enjoyment rather than winning or losing;
3. Never ridicule or yell at their Child or any other Child for making a mistake or losing a race or event;
4. Show appreciation for good performance by all participants;
5. Recognise volunteers, officials, coaches and administrators who give up their valuable time;
6. Respect Trainers' decisions and teach Children to do likewise;
7. Not engage in or condone any physical and/or verbal intimidation or abuse towards a participant, trainer or volunteer;
8. Not enter the restricted areas of the airfield, unless authorised by a Trainer;
9. Respect Gliding Australia, Regional Associations and Affiliated Club administrators and abide by their decisions;
10. Allow fellow parents the respect they deserve in their viewing of, or involvement in their Child's participation;
11. Respect the facilities and equipment of their own and other clubs; and
12. Not take part in any form of bullying, make or post inappropriate, offensive, or discriminatory comments in public or on social media.

SCHEDULE 6 - SPECTATORS

This Code of Conduct has been created for Spectators and must be followed in addition to the General Code of Conduct, which is applicable to all parties governed by this Policy.

The Member Protection Policy and Safeguarding Children and Young People Policy should be read in connection with this Code of Conduct – Spectators.

Spectators are encouraged and expected to:

1. Focus on the Participants' efforts and performance rather than winning or losing;
2. Never ridicule or yell at Participants for making a mistake or not winning a competition/event;
3. Show appreciation for good performance by all participants (including opposing Participants);
4. Respect competition and or Affiliated Clubs' decisions and teach others to do likewise;
5. Show appreciation and respect for volunteers, officials, trainers and administrators; and
6. Allow fellow spectators the respect they deserve in their viewing of the competition/event.

SCHEDULE 7 - DOMESTIC COMPETITIONS

In addition to the Gliding Australia codes of conduct, competitors and officials at all Gliding Australia competitions and regattas shall participate in competitions with the aim of fairness, fun and respect for all. All participants must accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.

For the purposes of clarity, a Competition period for which this section applies is from the first practice day to when the competition closing event has been completed.

Honour the sport – Show Integrity - Respect

1. Act within the rules and spirit of the sport;
2. Promote fair play over winning at any cost;
3. Respect the decisions of officials, coaches and administrators;
4. Display responsible behaviour in relation to alcohol and other drugs;
5. Show respect and courtesy to all involved with the sport;
6. Act with integrity and objectivity and accept responsibility for decisions and actions;
7. Ensure decisions and actions contribute to a harassment-free environment;
8. Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods;
9. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion;
10. Never engage in abusive, bullying or threatening behaviour towards fellow competitors or officials;
11. Do not tolerate abusive, bullying or threatening behaviour from others;
12. Use the correct channels for resolving issues (e.g., safety committee, competition director, operations director, etc);
13. Keep emotions in check and maintain composure; and
14. Understand, uphold and support officials.

SCHEDULE 8 - INTERNATIONAL TEAMS

International Teams - General

Team Pilots may be tasked to fly in very difficult and sometimes hazardous conditions. It is important that any anxiety or concern is not conveyed to the Team Pilot to avoid any detrimental effect on pilot preparation and consequent performance. All concerns, therefore, shall be directed to the Team Captain in the first instance and under no circumstances should representations be made to the Championship Organisers.

World Gliding Competition (WGC) participation also involves a significantly increased level of incident and accident risk. The Team Captain shall manage risk awareness by Team Pilots and emphasise high standards of airmanship and safety at all times with consideration to individual Team Pilot experience and maturity.

All international team members must comply with the following general code of conduct for all members of the team:

1. Be a positive influence within the team and understand that the team's overall performance is enhanced by mutual support;
2. Display conduct in such a way as to bring credit to the membership of Gliding Australia.
3. Demonstrate a high degree of individual responsibility;
4. Never physically or verbally abuse or harass anyone;
5. Follow all instructions and directions of the Officials and competition administrators;
6. Show appreciation for volunteers;
7. Use social media responsibly and in accordance with the provisions of this Code of Conduct and Gliding Australia policies;
8. Abide by, and ensure, all other team members comply with the Drug and Alcohol regulations and codes;
9. Never ridicule or raise voices at any other pilot, for making a mistake or performing below expectations;
10. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background, or religion; and
11. Understand the repercussions of breaching, or not reporting breaches of this Code of Conduct to the relevant person.

Australian Team Captain

The Team Captain for the Australian Gliding Team competing in the WGC is an important component of the team. They shall display qualities of leadership, goodwill, inspiration, organisation, and professionalism.

In addition to the general conditions of the International Teams Code of Conduct the Team captain shall:

1. Agree to assist all Team Pilots in achieving their best possible personal and Team WGC results;
2. Agree to conduct themselves in such a way as to be a positive influence within the team and acknowledge that the team's overall performance is enhanced by mutual support;

3. Agree to protect both Gliding Australia and its members' interests and objectives, conducting themselves at all times so as to bring credit to the broader membership;
4. Encourage Team participation without undue pressure and develop a culture of cooperation between all Team Members to achieve the best overall result for the Australian Team;
5. Focus on an individual Team Pilot's efforts and performance rather than daily scores or relative placing whilst dealing with difficulties and disappointments in a positive and good-humoured manner;
6. Communicate any safety and/ or operational concerns directly with the Championship organisation if Team Pilots are expected to fly in unacceptably difficult and/or hazardous conditions, while at the same time not conveying concerns or personal anxiety in a manner that may have a detrimental effect on Team Pilot preparation and consequent performance;
7. Ensure Team Pilots fly in accordance with the rules and exercise high standards of airmanship;
8. Settle disagreements without resorting to verbal or physical hostility;
9. Not ridicule or use a raised voice to any Team Member for making a mistake or performing below expectations;
10. Not physically or verbally abuse or harass any individual or group;
11. Follow all legal instructions and directions of the Officials and competition administrators;
12. Show appreciation to volunteers;
13. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
14. Use social media responsibly and in accordance with the provisions of this code of conduct and ensure compliance with any Team media or sponsorship requirements;
15. Comply with team, local and WGC Drug and Alcohol regulations; and
16. Report to the Chair SDP, any Code of Conduct breach by any Team Member, including the Team Captain.

Australian International Team Member (pilots)

In addition to the general conditions of the International Teams Code of Conduct Pilots shall:

1. In conjunction with the Team Captain, develop, agree to, and actively participate in the training programme, including Squad Week;
2. Develop a culture of cooperation and mutual support between all Team Pilots, Crew members and the Team Captain to achieve the best overall result for the Australian Team;
3. Demonstrate a high degree of individual responsibility and focus while conducting themselves as a positive influence within the team to achieve the best possible personal WGC result;
4. Acknowledge that the Team Captain is Gliding Australia's representative and as such has a duty to protect the interests and objectives of both Gliding Australia and its members;
5. Follow all legal instructions and directions of the Team Captain, Team Coach, Officials and Championship administrators;
6. Fly safely and exercise high airmanship standards at all times;
7. Comply with all FAI, National and local rules, regulations and procedures applicable to the

- Championship and as directed by the Organisers;
8. Comply with all regulations governing the registration and airworthiness of the sailplane flown and any glider licence conversion or validation obtained, for both the country of sailplane registration and the WGC host nation;
 9. Participate positively in Team meetings when required;
 10. Comply with Team media and sponsorship requirements, including the display of sponsor logos on the Team Shirt, cars and gliders as directed by the Team Captain;
 11. Comply with requests for interviews and provision of magazine articles and social media posts as required by the Team Captain;
 12. Not ridicule or use a raised voice to any Team Member for making a mistake or performing below expectations;
 13. Not physically or verbally abuse or harass any individual or group;
 14. Settle disagreements without resorting to verbal or physical hostility;
 15. Show appreciation to volunteers;
 16. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
 17. Use social media responsibly and in accordance with the provisions of this code of conduct and ensure compliance with any Team media or sponsorship requirements;
 18. Comply with team, local and WGC Drug and Alcohol regulations;
 19. Report to the Team Captain any Code of Conduct breach by any Team Member;
 20. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly; and
 21. Coordinate with the Team Manager and other Team Members the writing and publication of articles in the Gliding Australia magazine and Gliding Australia website and facilitate verbal presentations that promote and highlight the WGC experience.

Australian Team Crew

In addition to the general conditions of the International Teams Code of Conduct Australian Team Crew including other officials such as Team Coaches, must:

1. Assist the Team Pilot in achieving the best possible personal WGC result;
2. Develop a culture of positive cooperation between all Team Crew Members, Pilots and the Team Captain to achieve the best overall result for the Australian Team;
3. Encourage the Team Pilot to fly in accordance with the rules;
4. Deal with Team Pilot difficulties and disappointments in a positive and good humoured manner, focusing on effort and performance rather than on daily scores or relative placing;
5. Never ridicule or use a raised voice, physically or verbally abuse or harass any Australian Team Member or any other team member for making a mistake or performing below expectations;
6. Follow all legal instructions and directions of the Team Captain, Team Coach and Organisational officials and administrators;
7. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly;
8. Show appreciation to volunteers;

9. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
10. Abide by team, local and WGC Drug and Alcohol regulations;
11. Comply as directed with any Team media or sponsorship requirements and use social media responsibly and in accordance with the provisions of this Code of Conduct;
12. Report to the Team Captain any Code of Conduct breach by any Team Member;
13. Accept the Team Captain's authority with respect to Australian Team matters and acknowledge that he/ she is responsible for protecting the interests of Gliding Australia and its members; and
14. Provide feedback on experiences gained during participation in this Championship, by way of magazine articles, website updates and word of mouth.

Parent/ Guardian

Gliding Australia encourages parents/ guardians of Junior Pilots, selected to compete in the Junior World Gliding Championships, to provide financial support where possible, and attend the Championship event to support and assist the Junior Pilot.

While Team Pilots compete for their personal enjoyment and not that of a parent or guardian, the addition of financial and personal support generally adds pressure to the Team Pilot, through increased 'parental expectation'.

In addition to the general conditions of the International Teams Code of Conduct, Parents/Guardians of junior pilots shall:

1. Be a positive role model and encourage Team Pilot participation without undue pressure;
2. Encourage the Team Pilot to fly in accordance with the rules;
3. Deal with Team Pilot difficulties and disappointments in a positive and good humoured manner, focusing on effort and performance rather than on daily scores or relative placing;
4. Acknowledge skilful performance of all pilots so that the Team Pilot will learn by example;
5. Never ridicule or use a raised voice, physically or verbally abuse, or harass any Australian Team Member or any other team member for making a mistake or performing below expectations;
6. Follow all legal instructions and directions of the Team Captain, Team Coach and Organisational officials and administrators;
7. Always direct any enquiry to the Australian Team Captain and not approach the Organisation directly;
8. Show appreciation for volunteers;
9. Respect the rights, dignity and worth of others regardless of their gender, ability, culture, background or religion;
10. Use social media responsibly and in accordance with the provisions of the Code of Conduct;
11. Abide by the Drug and Alcohol regulations;
12. Demonstrate a high degree of individual responsibility, especially when dealing with, or in the vicinity of persons less than 18 years of age, as one's words and actions are an example;

13. Report to the Team Captain any Code of Conduct breach by any Team Member or parents / guardians; and
14. Accept the Team Captain's authority with respect to Australian Team matters and acknowledge that he/ she is responsible for protecting the interests of Gliding Australia and its members.