

Athlete Code of Conduct

Version 3.0



wais

DOCUMENT TITLE		Athlete Code of Conduct			
DOCUMENT OWNER		Integrity & Safeguarding Committee		DOCUMENT APPROVER	
				WAIS Board	
DATE APPROVED	04/05/2026	DOCUMENT VERSION	V3.0	REVIEW DUE DATE	May 2029
Warning – uncontrolled when printed. This document is current at the time of printing and may be subject to change without notice.					

PURPOSE

This Athlete Code of Conduct establishes the standards of behaviour required by the Western Australian Institute of Sport (WAIS) of each athlete (Athlete) who is a party to a WAIS Scholarship Athlete Agreement or a WAIS Training Agreement.

As part of the national high-performance sports landscape, WAIS is committed to Australia's *High Performance 2032+ Sport Strategy* – the Win Well Strategy – and has implemented Sport Integrity Australia's *National Integrity Framework*.

This Code of Conduct aligns with these national initiatives and provides a clear framework for WAIS athletes to act responsibly and with integrity and dignity in the pursuit of athletic excellence.

SCOPE

This Code of Conduct applies to all WAIS Scholarship Athletes and Training Agreement Athletes.

This Code works in conjunction with expected behaviours under the WAIS National Integrity Framework policies.

This Code applies to your conduct and behaviours whether or not that conduct or behaviour happens in connection with your sporting activities. This is because you are a representative and ambassador of WAIS, and your behaviours and conduct can have an impact on WAIS regardless of whether that conduct happens in circumstances directly connected to WAIS. Remember that the support you receive from WAIS is primarily funded through public money from the government and you therefore have a level of accountability to the community for your conduct.

PRINCIPLES

Pursue athletic excellence with integrity and sportsmanship

1. As a WAIS Scholarship or Training Agreement Athlete you must uphold the highest standards of professional conduct and integrity. You must:
 - a) Train and perform towards achieving your full potential in your sport.
 - b) Proactively engage with your agreed performance improvement strategies as guided by your support team.
 - c) Maintain a lifestyle conducive to sporting excellence.
 - d) Show due regard for the equipment, properties and facilities provided by WAIS for your benefit.
 - e) Recognise the importance of the partnerships between WAIS and other organisations i.e National Sporting Organisations, State Sporting Associations, State and Federal Governments.
 - f) Participate positively in the building and maintenance of WAIS sport partnerships.
 - g) Abide by both the rules and spirit of your sport, including national and international guidelines.
 - h) Accept victory and defeat with dignity and grace.
2. It is a breach of this Code of Conduct for you to:
 - a) Bring, or act in a way that may be seen to bring your sport, yourself or WAIS into disrepute.
 - b) Display, either intentionally or unintentionally, excessive disagreement with the decisions made by officials or otherwise act in a manner unbecoming of an elite level athlete.

Behave in a professional respectful manner

3. As a WAIS Scholarship or Training Agreement Athlete you must behave in a respectful manner towards those you interact with both in and out of competition. You must:
 - a) Treat people with respect and dignity, regardless of their cultural or contextual circumstances.
 - b) Act with care and diligence in the performance of all duties to safeguard the health and safety of yourself and others.
 - c) Show concern, empathy and caution towards others that may be sick or injured.
 - d) Work cooperatively with fellow athletes, coaches, staff, WAIS sport partners, WAIS commercial partners and sponsors, and key stakeholders at WAIS.
 - e) Treat people involved in any sport with fairness, courtesy and proper regard for their rights and reputation.
 - f) Wear the WAIS uniform in a clean and neat way when in training, competition, when travelling and at other functions and appearances at which you are directed or required to wear the WAIS uniform.
4. It is a breach of this Code of Conduct for you to:
 - a) Bring, or act in a way that may be seen to bring your sport, yourself or WAIS into disrepute.
 - b) Behave in a manner that creates a public nuisance and/or public disturbance including, but not limited to, behaviour during domestic or international travel.
 - c) Commit a criminal offence or be charged with committing a criminal offence under Australian State, Territory or Federal laws.

Responsible approach to media and public relations

5. As a WAIS Scholarship or Training Agreement Athlete you must comply with the Communication and Media Policy. You must:
 - a) In all dealings with the media, behave and conduct yourself in a courteous, responsible and cooperative manner.
 - b) Genuinely participate in all promotional and similar activities reasonably required by WAIS in accordance with your Agreement with WAIS and otherwise, for the promotion of WAIS and your sport.
 - c) Understand that anything you publish on social media constitutes the making of a public comment, which can be accessed publicly, republished and shared, and reported on by third parties.
 - d) When using social media, act in a manner which is open, responsible, respectful and appropriate:
 - **Open:** use social media to share, be transparent and accountable
 - **Responsible:** you are accountable for your activity online
 - **Respectful:** show empathy and understanding, and be aware of how your own actions and behaviour may be perceived by others
 - **Appropriate:** use social media in a manner that is consistent with this Code and the Communications and Media Policy.

6. It is a breach of this Code of Conduct for you to:
 - a) Make adverse public comments in relation to WAIS, WAIS sport partners, WAIS sponsors or commercial partners, your sport or any other athlete.
 - b) Use social media in a way which constitutes prohibited behaviour under any of the WAIS National Integrity Framework policies.

BREACHES OF THE CODE OF CONDUCT

7. Any behaviour that breaches, or is suspected of breaching, this Code of Conduct must be reported to WAIS immediately. There are many avenues to report breaches of this Code of Conduct including to the Coach, the Sport Program Manager, the High Performance Director, and through our website.
8. WAIS may undertake an investigation into the alleged breaches to determine whether a breach has occurred. Investigations will be conducted confidentially, impartially, fairly, without fear or favour and without ill will and in accordance with the Privacy Policy and any other applicable WAIS policies.
9. Every Athlete bound by this Code must cooperate with any investigation conducted under this Code, to the fullest extent possible, and to whatever extent required in the circumstances.
10. Breaches which constitute prohibited behaviour under any of the WAIS National Integrity Framework policies will be managed in accordance with the WAIS NIF Complaints Disputes and Discipline Policy.
11. Any breaches which constitute criminal activity will be reported to the authorities.
12. Depending on the severity of the breach, WAIS will take an “education first” approach to breaches of this Code of Conduct. Initial corrective measures should always be to educate the Athlete in expected behaviours and support them in complying with the Code of Conduct.
13. An athlete who breaches a provision of this Code is liable, for each and every such breach, to the imposition of one or more of the following sanctions:
 - a) A reprimand or formal caution.
 - b) The requirement to attend and complete specified education and training.
 - c) The development of and requirement to follow a determined behaviour improvement plan.
 - d) The requirement to attend counselling.
 - e) The requirement to issue a public or private apology to any person affected by the breach.
 - f) The suspension of the provision of rights and benefits which would otherwise be provided under the Athlete’s Agreement with WAIS.
 - g) Termination of the Athlete’s Agreement with WAIS.
 - h) Any other sanction which the Chief Executive Officer considers appropriate at their absolute discretion.
14. All reports, investigations, discussions and sanctions around breaches of this Code must be clearly documented and saved appropriately.
15. Athletes found to have breached this Code of Conduct have the right to appeal the decision on the grounds of process errors only. Appeals must be received by the High Performance Director within 14 days of the athlete receiving a breach notice.

FEEDBACK AND CONTINUOUS IMPROVEMENT

16. We actively seek feedback on our codes of conduct from staff, contractors, athletes and their families.
17. Any feedback received will feed into our continuous improvement process.

REVIEW

18. This Code of Conduct will be reviewed every three years. If at any time the Code of Conduct is no longer appropriate in its current form, it will be reviewed immediately.
19. Any necessary revisions will be made in consultation with stakeholders.

LEGISLATION AND FRAMEWORKS

Australia's High Performance 2032+ Sport Strategy
 National Integrity Framework
 WAIS Strategic Plan

RELATED DOCUMENTS

The following documents support the implementation of this Code of Conduct:

WAIS NIF Participant Protection Policy
 WAIS NIF Safeguarding Children and Young People Policy
 WAIS NIF Improper Use of Drugs and Medicine Policy
 WAIS NIF Competition Manipulation and Sport Gambling Policy
 WAIS NIF Complaints Disputes and Discipline Policy
 Conflict of Interest Policy
 Complaints and Feedback Policy
 Privacy Policy

VERSION HISTORY

Version	Submitted By	Date	Approved By	Date	Details
<i>Previous version history lost</i>					
2.5			PTDs	31/07/2020	Policy Updated
2.5			CEO	15/11/2022	No policy change. Diagram formatted.
3.0	Integrity & Safeguarding Committee	27/04/2026	WAIS Board	04/05/2026	Significant update. Aligning Code of Conduct with National Integrity Framework and WAIS strategic plan.