



Po Box 5828  
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## DBQ CODE OF CONDUCT

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All paddlers, officials and management associated with dragon boat racing in Queensland.

1. Dragon Boat Queensland ('DBQ') is committed to fairness, equity and good sportsmanship in dragon boat racing. DBQ aims to provide the best possible environment in which its participants can excel and its officials and administrators can discharge their responsibilities to ensure the participants are able to be and perform at their best. The Code of Conduct is designed to ensure that appropriate forms of behaviour are adopted and be and remain the norm for all persons associated with dragon boat racing in Australia.
2. This document shall be known as the Dragon Boat Queensland Code of Conduct (The Code).
3. The Code governs the conduct of all persons associated with DBQ dragon boat racing events and those who may from time to time be a member of DBQ representative teams.
4. The Code governs the conduct of all those who are committee or ordinary members of DBQ member clubs.
5. The Code shall govern the conduct of all those who are competing in DBQ sanctioned events including national championships in Australia and shall be read down and applied accordingly.
6. In the Code unless otherwise stated the words 'person' or 'persons' shall include but are not limited to:
  - (a) a delegate to DBQ who represents a member club of DBQ;
  - (b) a person elected or appointed to or otherwise a member of DBQ Board;
  - (c) a person who is an employee of DBQ;
  - (d) a person who is elected or appointed to any commission, committee or other body established by DBQ for the promotion of its objects;
  - (e) a person who holds DBQ approved official's certification;
  - (f) a person who is a member of a dragon boat racing team or dragon boat club as a committee member, athlete, captain, coach, head coach, equipment manager, manager, assistant manager, doctor, assistant doctor, physiotherapist, sports scientist, masseur, media representative, sports psychologist or any other persons who is appointed to a team position or who is a member of a DBQ club.

### GENERAL BEHAVIOUR PROTOCOLS

1. All persons who participate in dragon boat racing in Queensland shall act in accordance with the conduct outlined hereunder:
  - (a) be subject to the control, management and direction of the team manager or captain or any other person appointed by either of them;
  - (b) observe and comply with all directions and orders given by the team manager or captain or any other person;
  - (c) conduct themselves in a proper manner so as not to bring themselves, their club or DBQ generally into public disrespect or censure;
  - (d) not to make, comment, issue, authorise, offer or endorse any public criticism or statement having or designed to have an effect prejudicial to the best interests of DBQ, dragon boat racing generally or the team;
  - (e) respect the law and customs at all times and in all places including in foreign countries;
  - (f) treat all persons with respect, dignity and proper regard for their rights and obligations;
  - (g) perform all duties and responsibilities in a mature, fair and professional manner;
  - (h) demonstrate and ensure a positive commitment to DBQ and its Members' programs and policies;



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- (i) not disclose to any unauthorised person or organisation, information which is of a confidential or privileged nature;
- (j) not misuse funds or property of any club or DBQ;
- (k) not use information obtained in the course of employment or appointment or selection or otherwise on official duties in a nominated role to gain directly or indirectly a financial advantage for themselves or for any other person;
- (l) not promote, pass on, exchange or publish information whereby that information may be of a confidential, offensive, scandalous, unsubstantiated or derisive type;
- (m) not to harass, ridicule or embarrass a fellow appointee or representative of their club or DBQ in such a way as would constitute an offence under Commonwealth or State legislation governing human rights and sex discrimination in force and effect from time to time;
- (n) not participate in, nor promote any, demonstration or propaganda of any kind or form including but not limited to political, religious or racial whilst in club or DBQ uniform;
- (o) not defame or injure any person;
- (p) not use, attempt to use, have in his or her possession, attempt to have in his or her possession, traffic or attempt to traffic any illegal drug or substance;
- (q) not to use or consume alcohol to excess nor to encourage other persons to use or consume alcohol to Excess;
- (r) to ensure that all directions given by their club or DBQ and/or its authorized representatives regarding the wearing of appropriate attire whilst representing their club or DBQ are adhered to;
- (s) not to take liberties with the privacy of other persons;
- (t) to ensure that all persons avoid unaccompanied and unobserved activities with under age team members;
- (u) to act at all times in a manner beyond reproach and in such a way as to ensure good relations within and between teams;
- (v) To preclude people not associated with the team from fraternising with the team members during competitions without the authority of the manager.

### COACHES CODE OF CONDUCT

1. In addition to the DBQ General Code of Behaviour, a coach must meet the following requirements in regard to conduct during any activity held or sanctioned by DBQ, a member association or an affiliated club and in the role as a coach appointed by DBQ, a member association or an affiliated club;
2. Do not tolerate acts of aggression;
3. Provide feedback to paddlers and other participants in a manner sensitive to their needs, and avoid overly negative feedback;
4. Recognise paddlers' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists);
5. Treat all paddlers fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions;
6. Encourage and facilitate paddlers' independence and responsibility for their own behaviour, performance, decisions and actions;
7. Involve the paddlers in decisions that affect them;
8. Encourage paddlers to respect one another and to expect respect for their worth as individuals



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regardless of their level of play;

9. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the paddlers;
10. Ensure any physical contact with paddlers is appropriate to the situation and necessary for the paddlers' skill development;
11. Be acutely aware of the power that a coach develops with paddlers in the coaching relationship and avoid any sexual intimacy with paddlers that could develop as a result;
12. Avoid situations with paddlers that could be construed as compromising;
13. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances;
14. Do not exploit any coaching relationship to further personal, political or business interest at the expense of the best interests of paddlers;
15. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules;
16. Know and abide by rules, regulations and standards, and encourage paddlers to do likewise. Accept both the letter and the spirit of the rules; and
17. Be honest and ensure that qualifications are not misrepresented.

### OFFICIALS CODE OF CONDUCT

In addition to DBQ General Code of Behaviour, officials must meet the following requirements in regard to conduct during any activity held or sanctioned by DBQ, a member association or an affiliated club and as an official appointed by DBQ, a member association or an affiliated club:

1. Place the safety and welfare of the paddlers/participants above all else;
2. Accept responsibility for all actions taken;
3. Be impartial;
4. Avoid any situation which may lead to a conflict of interest;
5. Be courteous, respectful and open to discussion and interaction; and
6. Value the individual in sport.

### DISCIPLINE OF MEMBERS

1. Disciplinary Action where the DBQ Board is advised or considers that a Member has allegedly:
  - (a) breached, failed, refused or neglected to comply with a provision of the Rules, the By-Laws or any resolution or determination of the DBQ Board;
  - (b) acted in a manner unbecoming of a Member or Affiliate Member, or prejudicial to the Objects and interests of DBQ and/or Dragon Boating; or
  - (c) Brought DBQ or Dragon Boating into disrepute.
2. The DBQ Board may commence or cause to be commenced disciplinary proceedings against that Member, and that Member will be subject to, and submits unreservedly to the jurisdiction, procedures, penalties and appeal mechanisms (if any) of DBQ set out in the Rules and any applicable By-Laws.