



NORTH SYDNEY PHYSIE AND DANCE INCORPORATED

CODE OF CONDUCT

1. Introduction

North Sydney Physie and Dance was first established in 2005. We are associated with the Australian Physie and Dance Association (APDA). We believe that physie should first and foremost be about having fun. We discourage 'in-club' competitiveness amongst students, and always aim to foster a sense of belonging and inclusiveness for each and every student. We also instill within our students a determination to achieve their personal best at all times, and strive to constantly improve and better themselves.

This Code of Conduct aims to set out the minimum standards for students, parents and carers and for other people attending North Sydney Physie and Dance events. The Code of Conduct applies at all times when training, rehearsing, competing or taking part in any North Sydney Physie and Dance activities.

2. What We Will Do

North Sydney Physie and Dance endeavours to provide a safe and enjoyable environment for participation in classes, competitions and events. Inappropriate behaviour such as aggressive, threatening or other bullying behaviours by our students, their families, their friends, general spectators and other personnel while attending classes, competitions or events will not be tolerated.

In particular, North Sydney Physie and Dance considers the following behaviours unacceptable:

- (a) using offensive language;
- (b) bullying, harassing or making disparaging remarks about members, teachers, judges or APDA officials;
- (c) making racist, religious, sexist or other inappropriate comments about or to members, teachers, judges, APDA officials or other spectators;
- (d) any threatening behaviour or physical altercations; and/or
- (e) putting undue pressure on students, berating them or putting down their performance

In the event a student, their parent/carer or another family member or friend considers someone has acted contrary to this Code of Conduct, we encourage them to report the incident to a North Sydney Physie and Dance Teacher or Committee Member so that we can investigate and take appropriate action where necessary.

3. Students

North Sydney Physie and Dance students are encouraged to:

- (a) work their hardest each lesson;
- (b) wear appropriate attire to class;
- (c) be polite and friendly to all other students in their class and club;
- (d) set realistic and achievable goals for their physie year;
- (e) have fun, and allow others to have fun;
- (f) cheer their classmates on at competitions
- (g) be proud to be from NSP;
- (h) accept responsibility for their decisions and actions.

In addition, all North Sydney Physie and Dance students must:

- (a) act within the rules and spirit of APDA and our club at all times;
- (b) show respect and courtesy to everyone involved in our sport;
- (c) respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion; and
- (d) respect the decisions of judges, officials, teachers and administrators.

4. Parents

North Sydney Physie parents are encouraged to

- (a) help create a positive atmosphere for students, teachers, judges, officials and other spectators by showing respect for everyone, including members from other clubs and those people who make our events possible;
- (b) abide by APDA's Code of Behaviour at all times and refrain from using bad language, harassing or ridiculing others or behaving in a threatening or violent manner;
- (c) report any inappropriate behaviour to a North Sydney Physie and Dance Teacher or Committee Member;
- (d) stay and enjoy watching their students at class while keeping noise to a minimum;
- (e) check the North Sydney Physie and Dance website and/or Team App once a fortnight for updates and important information from our Teachers;
- (f) encourage their child to work hard and have fun;
- (g) help other parents in need of assistance, especially parents who are new to physie;
- (h) focus on your child's effort and performance, rather than winning or losing; and

In addition, all North Sydney Physie and Dance Parents must

- (a) never ridicule or yell at a child for making a mistake or losing a competition;
- (b) refrain from giving corrections/tips to their child from the back of the hall;
- (c) model appropriate behaviour, including respect for students from other clubs and APDA officials and judges;
- (d) abide by all rules of APDA;
- (e) have respect for the decisions, actions and effort of your child's teacher, judges and officials. While all North Sydney Physie and Dance Teachers welcome parent feedback, this must be done in a respectful manner without making disparaging or derogatory comments about another student, parent, APDA official (including judges) or other person involved with North Sydney Physie and Dance;
- (f) accept that North Sydney Physie and Dance Teachers' decisions are final. This includes, but is not limited to, decisions in relation to class structure, selection in teams and invitations to participate in classes of another age group; and
- (g) accept that the judges' decision is final.

5. Social Media

In this Code of Conduct, "social media" includes:

- (a) social networking sites (e.g. Facebook, Twitter, WhatsApp, etc)
- (b) video and photo sharing websites or apps (e.g. YouTube, Vimeo, Instagram, Flickr, Vine, Snapchat, etc)
- (c) blogs and micro-blogging platforms (e.g. Wordpress, Blogger, etc)
- (d) Instant messaging (e.g. SMS, Skype, Snapchat, WhatsApp etc)

- (e) public and private online forums and discussion boards, including private Facebook groups for specific APDA Clubs
- (f) any other online technologies that allow individual users or Clubs to upload and share content.

North Sydney Physie and Dance will not tolerate:

- (a) social media being used to bully, harass, belittle, intimidate or discriminate against students, parents and other people involved with North Sydney Physie and Dance;
- (b) social media being used to air grievances about APDA, North Sydney Physie and Dance or any other APDA club, teachers, officials, competitions or other events, or suppliers.

North Sydney Physie and Dance parents and students must:

- (a) remember that social media is rarely private, even with well-controlled privacy settings. As a general rule, if you wouldn't want a post or photo available to the whole world on the internet, don't post it on social media.
- (b) respect the privacy of others: if you are unsure whether you have permission to post material about another person, including posting photos of them, ask them first, or reconsider posting the material.
- (c) for our junior students in particular, be aware of 'friend' requests from people you don't know, even if they look like they might be a physie girl.

6. What happens if I don't comply with this Code of Conduct?

Serious cases of non-compliance with this Code of Conduct may affect a person's membership with North Sydney Physie and Dance and/or ability to compete.

The rules for individual students that apply under this Code of Conduct also apply to parents and guardians of members under 18 years of age. A parent or guardian who does not comply with this Code of Conduct might have sanctions applied, including sanctions that affect their child's registration or ability to compete, in accordance with the APDA Code of Conduct and Individual Member Rules.

Spectators Code of Conduct

Our commitment

APDA is committed to providing a safe and enjoyable environment for participation in classes, competitions and events. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, general spectators and other personnel while attending classes, competitions or events will not be tolerated.

These behaviours are outlined in our Code of Behaviour and specifically include:

- using bad language
- harassing or ridiculing members, teachers, judges, officials or other spectators
- making racist, religious, sexist or other inappropriate comments about or to members, teachers, officials or other spectators
- any threatening behaviour or physical altercation between spectators and members, teachers, officials or other spectators
- putting undue pressure on children (your own or others), berating them or putting down their performance
- drinking at an event or classes or being drunk at an event.

What we will do

- Provide members, their parents, teachers, officials and other APDA personnel with our Code of Behaviour and make clear what is expected and the consequences of non-compliance.
- Where possible, bind non-members by prominently displaying conditions of entry to facilities and events and by requiring parents to abide by APDA rules (e.g. by parents accepting the conditions of registration with APDA they, by association, accept the Codes of Conduct for themselves as well).
- Reinforce messages of fair and respectful behaviour through our website, clubs and newsletters.
- Require our teachers and officials to complete training to develop their skills and confidence.
- Ban bringing alcohol to classes, competitions and events.
- Consult with our local police and seek their support and advice on how to handle issues involving inappropriate behaviour by spectators prior to, at or after classes, competitions or events.
- Encourage the reporting of incidents and investigate inappropriate behaviours as outlined in this policy and take disciplinary or whatever other actions as are deemed necessary by APDA.
- Encourage our members, teachers, officials and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

What we ask you to do

- Help create a positive atmosphere for members, teachers, judges, officials and other spectators by showing respect for everyone, including members from other clubs and those people who make our events possible.
- Abide by APDA's Code of Behaviour at all times and refrain from using bad language, harassing or ridiculing others or behaving in a threatening or violent manner.
- If you are aware of inappropriate spectator behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is an APDA official, teacher or judge present, ask for their assistance.
- Report any inappropriate spectator behaviour to the APDA or your club's President / Principal Teacher.
- Call the police or an APDA official if you are concerned for your safety or the safety of others.

Non-Compliance

Members, parents or other general spectators found to have behaved inappropriately, and who, by registering their child with APDA and therefore having accepted the APDA Codes of Behavior for themselves, may face disciplinary action by APDA in accordance with our policies and procedures.

APDA Codes of Behaviour

These Codes of Behaviour aim to set out the minimum standards for anyone involved with the Australian Physie and Dance Association. It applies at all times when training, rehearsing, competing or taking part in any APDA sanctioned activities.

General

- Act within the rules and spirit of APDA and your club at all times.
- Promote fair play, equality and comradeship over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of APDA.
- Treat each person as an individual.
- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Respect the decisions of judges, officials, teachers and administrators.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Do not tolerate abusive, bullying or threatening behaviour.

Athletes / Members

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Abide by the rules and show respect for other club members, competitors, teaches, judges and officials.
- Be a positive ambassador for your club and APDA by encouraging everyone and being respectful of the people you meet at physie.

Teachers

- Place the safety and welfare of all members above all else.
- Help each person (members, fellow teachers, judges, officials etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and keep up-to-date with the latest teaching practices and the principles of growth and development of young members.
- Maintain appropriate working with children clearance as legislated by your home State or Territory at all times.
- Know and understand all rules of APDA and abide by them at all times.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Lead by example by being positive, respectful and complimentary of all other competitors, teachers, judges and officials.
- Ensure your behaviour is always at a standard that justifies your position of influence within APDA, your club and with your members.

APDA Codes of Behaviour

Judges

- Place the safety and welfare of all members above all else.
- Ensure all members are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for all members, fellow judges, teachers and officials.
- Uphold the highest standards of integrity, confidentiality and equality at all times.
- Ensure your behaviour is always at a standard that justifies your position of influence within APDA.
- Obtain and further develop appropriate qualifications and skills to enable you to judge impartially and to the best of your ability at all times.
- Declare all potential conflicts of interest to APDA when being considered for judging appointments.

Officials / Administrators

- Ensure quality supervision and instruction for all members.
- Support teachers, judges and officials to improve their skills and competencies.
- Act honestly, in good faith and in the best interests of APDA as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Ensure your behaviour is always at a standard that justifies your position of influence within APDA.

Parents

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Volunteer to help your club, teachers or officials at classes and competitions where possible.
- Model appropriate behaviour, including respect for other players and officials.
- Abide by all rules of APDA.
- Report instances of inappropriate behaviour within your club or APDA to officials.
- Have respect for the decisions, actions and effort of your child's teacher, judges and officials.

Spectators

- Respect the effort and performances of all members, teachers and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.