



CODE OF CONDUCT

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Any set of guidelines is merely a description of the principles that ought to be observed. In light of this, it is the responsibility of persons subject to this Code of Conduct to honour this Code of Conduct not merely in its literal sense, but also in its spirit.

1. APPLICATION OF THIS CODE OF CONDUCT

This Policy applies to Relevant Persons being:

- 1.1 Board Members, Committee Members, and Life Members of TTQ;
- 1.2 Affiliated Associations;
- 1.3 Employees of TTQ;
- 1.4 Players, coaches, managers, selectors and other officials within the sport of table tennis:
 - (a) Participating in any event, competition or tournament organised by, or under the authority or auspices of, TTQ and any of its affiliated associations.
 - (b) Appointed by TTQ or selected by TTQ for appointment to any State or representative team or squad from the time of their appointment or selection until the conclusion of their period of appointment.
- 1.5 Parents/Guardians and spectators at TTQ/TTA sanctioned events

2. GENERAL CONDUCT

Relevant Persons (as defined in Section 1) must:

- 2.1 Comply with the Constitution, By-Laws and Policies of TTQ;
- 2.2 Be ethical, fair and honest in all their dealings with all persons involved in the sport of table tennis and TTQ;
- 2.3 Respect the rights, dignity and worth of all persons involved in the sport of table tennis and treat everyone equally regardless of ethnic origin, gender, impairment, religion or sexual orientation;
- 2.4 Set a positive example to all persons involved in the sport of table tennis in encouraging them to exercise a high level of good behaviour and sportsmanship;
- 2.5 Treat others with respect, courtesy and proper regard for their rights, including all persons involved in the sport of table tennis and persons involved in or associated with any event, function or competition associated with or concerning table tennis;
- 2.6 Respect the spirit of fair play and non-violence and behave accordingly;
- 2.7 Not engage in conduct which would be likely to bring, the person, TTQ, any TTQ team or squad or the sport of table tennis into disrepute or censure;
- 2.8 Comply with all applicable laws (Federal, State and Territory);
- 2.9 Not misuse funds and property of others;
- 2.10 Respect the confidentiality of information which comes to them in the course of their duties with TTQ or any affiliated association of TTQ or to any TTQ team or squad;
- 2.11 In the case of nomination or selection to any table tennis team or squad abide by any selection decision made by or for TTQ without dissent save for the right of appeal in accordance with TTQ's applicable nomination or selection policies; and
- 2.12 Not, in the case of members of any TTQ team make any negative public comment about or publicly show dissent towards a fellow team member, coach or official.

3. REPRESENTATIVE PLAYER CONDUCT

Players selected for TTQ teams must:

- 3.1 Observe all reasonable directions of persons appointed by TTQ to manage the team or squad;
- 3.2 Abide by the decisions and, to the best of their ability, instructions of TTQ appointed coaches and officials during training and events or whilst participating as members of that team or squad;
- 3.3 Conduct themselves so as to obtain and maintain their best possible mental and physical fitness and health to perform their duties to the best of their ability;
- 3.4 Maintain high standards of punctuality, team preparation and personal presentation;
- 3.5 Use all reasonable endeavours to promote the success and reputation of their team, TTQ and the sport of table tennis.

4. COACHES, OFFICIALS AND MANAGERS CONDUCT

Coaches, Officials and Managers involved in the sport of table tennis must:

- 4.1 Place the safety and welfare of players and other participants in the sport above all else;
- 4.2 Respect the rights, dignity and worth of persons involved in the sport of table tennis;
- 4.3 Ensure that a player's time spent with the coach, official or manager is a positive experience;
- 4.4 Treat each player as an individual;
- 4.5 Be impartial
- 4.6 Be courteous, respectful and open to discussion and interaction;
- 4.7 Be fair, considerate and honest with players;
- 4.8 Be professional and accept responsibility for their actions;
- 4.9 Make a commitment to providing quality service to players under their care or control;
- 4.10 Ensure that any physical contact with players consent is:
- 4.11 Appropriate to the situation; and
- 4.12 Necessary for the player's skill and development;
- 4.13 Not engage in any form of personal abuse of players;
- 4.14 Not engage in any form of harassment of players;
- 4.15 Provide a safe environment for training and competition for all players, with specific care for children and vulnerable adults in line with TTQ's member protection policy;
- 4.16 Show concern and caution towards sick and injured players;
- 4.17 Seek continual self improvement through study, performance appraisal and regular updating of competences;
- 4.18 Be a positive role model for the sport of table tennis and players.

5. STATE TEAM COACHES, OFFICIALS AND MANAGERS

State Team Coaches, Managers and Officials of TTQ teams and squads, in addition to observing section 4, above, must:

- 5.1 Observe all reasonable directions of persons appointed by TTQ to oversee the team;
- 5.2 Maintain high standards of punctuality, team preparation and personal presentation; and
- 5.3 Use all reasonable endeavours to promote the success and reputation of their team, TTQ and the sport of table tennis;
- 5.4 Respect the laws and customs of places they visit.

6. MEDIA

- 6.1 The Executive officer or the manager of any TTQ state team may from time to time issue guidelines regulating the relationship between state players and the media.
- 6.2 State players must respect and comply with all such guidelines. Members of any TTQ team must comply with any media related requests by Team management.

7. BREACH PROCEDURES

- 7.1 Any alleged breach of this Code of Conduct will be addressed using the TTQ Complaints Policy.
- 7.2 Any Relevant Person who becomes aware of conduct that may be reasonably considered to be a breach of this Code of Conduct must disclose all relevant details to the Executive Officer in addition to responsibilities that person may have to disclose details to any other person or organisation. If the Executive Officer or the Board believes a breach of this Policy may have occurred, the matter will be referred for hearing and determination to the Judicial Panel.

8. UNSUITABLE BEHAVIOUR

The following list provides examples of actions that would be a breach of this Code of Conduct. This list is not exhaustive and is intended to provide a guide only as to some forms of conduct that are considered unsuitable:

- 8.1 Unsportsman like behaviour.
- 8.2 'Sledging' players, officials or event organisers. Sledging is defined as a statement or physical behaviour intended to denigrate and/or intimidate another person.
- 8.3 Missing or arriving late for team meetings, curfews and travel arrangements.
- 8.4 Creating a public disturbance or acting in a way that becomes a public nuisance.
- 8.5 Causing damage to another person or organisation's property or equipment.
- 8.6 Statements that have the effect of denigrating the team, squad or group that a person represents or to which a person belongs.
- 8.7 Harassment, sexual or otherwise.