

CODE OF CONDUCT FOR WAPA INC.

State Team Training Squad :

This Policy is directed towards all WAPA Inc. personnel involved in the coaching, training, and general management of members participating in any form of pistol shooting competition, whether officially qualified or not.

In some circumstances it may therefore include Parents and/or Guardians.

Members selected or invited to participate in the STTS programmes, for selection to various teams, are expected to abide by this Code of Conduct.

1. All officials will pursue their respective duties with complete fairness, consistency and impartiality towards all participants involved in the sport of pistol shooting without fear or favour to any person.
2. Professionalism of actions, language, presentation, manner and punctuality will be engendered to reflect high standards. Positive reinforcement and motivation will be used; not ridicule.
3. Personal respect for the rights and dignity of all participants in all circumstances must be demonstrated; without regard to age, gender, ability, cultural background or religion of any individual.
4. At all times Officials must ensure that any and all physical contact is such that is appropriate to the situation and necessary for the skill development of the person. Accordingly, avoid conflicts of interest and compromising situations.
5. Actively discourage any usage of performance enhancing drugs, alcohol, tobacco and any illegal substance.
6. Official Reports, ensuring privacy and confidentiality, will be filed with the Association Committee at any time an Official perceives any behaviour from contestants, visitors, observers or other Officials which can be considered demeaning, distressing, discriminatory, harassing or detrimental (sexually or otherwise), to other persons (including any such directed towards themselves).
7. WAPA Committee will ensure that all complaints, reports etc are followed up with whatever actions are necessary; with notification to appropriate state authorities where required.
8. All WAPA Inc. Policies, which are accepted and adopted by the Association Committee will be adhered to unless specific circumstances render such action impossible. In such instances it is necessary that the Association Committee be immediately notified with all relevant details being noted. Particular attention should be given to the Policies relating to Member Protection and Child Protection to ensure the safety and personal protection of all parties.
9. Where children are being directly dealt with on a personal level, as a matter of course of the Official's duties and responsibilities, a National Police Certificate must be obtained and notification of same given to the Secretary for inclusion on the WAPA Inc. Registry.
10. The official should determine whether their duties and responsibilities require that they have a 'Working with Children' check.
11. It is accepted that, generally, Club Range Officers (Qualified or otherwise) are not normally dealing directly with Children, as competitors on a range are not personally or individually supervised to an extent of close personal contact. Particular care however, must be taken where this contact line becomes indistinct or blurred by particular circumstances.

¹ Revised; accepted and endorsed 28/07/06

12. Be a positive role model and acknowledge the worth and ability of opponents and the decisions of other officials; whilst being prepared to uphold the rights of your own charges by utilizing the correct methods of appeal when required.
13. Do not tolerate acts of aggression or verbal 'sledging'.
14. Involve participants in decisions which affect them and encourage individual independence and responsibility for their own behaviour, performance, decisions and actions.
15. Provide feedback to participants in a manner indicating sensitivity to their personal needs. Avoid overly negative comment.
16. Ensure that training and given tasks are appropriate to the age, experience, ability, physical and psychological condition of the person under control.
17. Ensure individual qualifications are not misrepresented.
18. Ensure you have a firm knowledge of the rules, standards and regulations of the events you are involved with; and instill into members an ability to accept and abide by established match rules in a true sense and spirit of sporting competition.
19. Team managers are responsible for the overall welfare and well being of team members (with particular reference to under 18's) and officials when traveling with a team. (Refer Child/Member Protection Policies).
20. A 'duty of care' must be recognized and acknowledged towards team members with full accountability for the management of the team. Personal, political or business interests are not to be pursued at the expense of team members or engaged in to their detriment. You are expected to provide a safe environment for the team and to be aware of any consequences of any breach of the code of conduct.
21. Team Managers are ultimately responsible for the behaviour of the team before, during and after competition; and for ensuring that property and living environments are properly attended, respected and free from deliberate damage or unauthorized removal of objects or artifacts.

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Parents and/or Guardians.

In addition to the above remember;

- the child is participating in this sport for their own enjoyment, not yours;
- focus on the effort and performance rather than the outcome;
- respect an officials' decision and teach the child to do likewise;
- be a positive role model and refrain from physical or verbal abuse of anyone else associated with the event;
- be sure that you and the child you are responsible for, both understand the repercussions if either of you breach the code of conduct.

Team Members.

In addition to the above remember;

- nothing in this document removes from you the responsibility for your personal actions or the consequences of same;
- you are required to take all care and respect for all equipment provided at any domicile or venue;
- be open, frank and honest with your coach or team manager regarding illness or injury and your ability to fully train within the program requirements;
- be honest in your attitude and preparation to training ensuring that your best effort is made for yourself and your team;
- cooperate fully with coaches and staff in developmental programmes to attain your personal highest standard for competition;
- know and abide by all range and match rules and respect the decisions of officials;
- make all appeals in the formal correct manner, with respect to the process and for the final decision;
- maintain a high personal standard of behaviour and conduct yourself in a professional manner with your language, temper and punctuality;
- avoid intimate or compromising relationships with your coach (unless already a partner in a self binding and acknowledged union).
- refrain from any form of harassment towards others, or of any behavior which may bring disrepute upon the sport of pistol shooting;
- be aware of the personal repercussions of any breach of the code of conduct.

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