

UniSport Australia Guideline

Code of Behaviour

1. What is the code of behaviour?

- 1.1 This code sets out the types of behaviour that will not be acceptable during a UniSport endorsed event and the consequences for such behaviour occurring.
- 1.2 This code is established to ensure that the highest possible standard of intervarsity competition occurs during the event.
- 1.3 This code supports UniSport's desire to encourage and promote excellent sportspersonship and appropriate standards of behaviour, including fair play on and off the field.
- 1.4 This code is not intended to restrict or hinder persons having fun and participating in a competitive manner in the event.
- 1.5 It is important to note that this code may apply in addition to any code or other requirements of the person's university and/or sport governing body and will be referred to the police where appropriate.

2. Who does the code apply to?

- 2.1. This code applies to:
 - a) all persons competing in the event
 - b) spectators at the event
 - c) all persons officially appointed to any team or individual competing in the event, such as coaches, managers and health professionals
 - d) all officials appointed by UniSport, the competition management teams who are involved in the event, including umpires and referees, and event hosts
 - e) all employees or agents of, UniSport, and the hosts
- 2.2. Collectively referred to as persons in this code.

3. When does this code apply?

The code applies from the time of the commencement of the event on day one to the conclusion of organised activities on the last day including:

- a) during games and competitions in the event.
- b) all official and unofficial social functions of, or associated with, the event that occur regardless of whether they occur before, during or after competition.

4. How to report a breach

Breaches can be lodged by any participant in attendance at an event by completing a 'Breach of the Code of Behaviour Report' form. Code of Behaviour Report forms can be accessed:

- a) [Online](#)
- b) By downloading the form from the UniSport [Website](#); or
- c) By collecting a form from the event office or Nationals HQ (note that physical forms need to be returned to the event office or Nationals HQ).

5. What behaviour is in breach of this code?

Any person(s) who does, or is involved in, any of the following types of behaviour shall be in breach of the code;

- a) consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations.
- b) being unduly intoxicated at any event venue or official and unofficial social functions of, or associated with, the event.
- c) breach of the following UniSport policies:
 - I. Improper Use of Drugs and Medicine Policy
 - II. Competition Manipulation and Sport Wagering Policy
 - III. Anti-Doping Policy
- d) failing to comply with a reasonable direction of an event official
- e) harassment or bullying of another person(s)
- f) hazing
- g) nudity
- h) acting in an unlawful manner
- i) abuse (verbal and/or physical) of an event official
- j) damage to property
- k) Any team or individual engaged in deliberate actions to manipulate the outcome of a game for the purpose of obtaining a strategic advantage (e.g., to be intentionally underperforming in match(s) order to qualify for the Div 2 competition) will be subject to penalties. These actions, commonly referred to as "tanking," include but are not limited to intentionally fielding an underperforming lineup, neglecting standard competitive practices, or failing to make reasonable efforts to win.
- l) acting in any other manner which brings the event, UniSport, and/or the hosts (including any employee, official or agent of such organisations) into disrepute

discrimination of a person(s) because of their age, sex, gender, gender identity, gender expression, intersex status, sexual orientation, race, colour, descent, national or ethnic origin, nationality, disability, mental or physical impairment, parent or carer responsibilities, marital status, pregnancy, physical features, medical record, criminal record, political beliefs or activities, religion, religious beliefs or activities, profession, trade or occupation, member of association or organisations or defence services.

6. What happens if this code is breached?

If UniSport receives information which is in breach of this code, UniSport shall:

- a) investigate the alleged breach, and if satisfied that a breach may have occurred, refer the matter to a hearing, under clause 7
- b) The hearing will be conducted by the UniSport judiciary committee (or other Board appointed committee) which will convene within a reasonable time after the completion of the event and will resolve all matters arising from the previous event(s)

7. How are hearings conducted?

- 7.1. Upon the steps in clause 6 being satisfied, UniSport will:
 - a) give written notice to the person(s) stating:

- i. the nature and details of the alleged breach
 - ii. the date, time and place for a hearing
 - iii. the person(s)'s right to representation
 - iv. the composition of the committee hearing the case
 - v. provide a copy of this code
 - b) give written notice to the person(s)'s university stating the details in (a) above
 - c) appoint a committee to determine the matter within 24 hours of giving the notice in (a)
 - d) As previously indicated, at the sole discretion of the UniSport CEO or their nominee, if UniSport considers the alleged breach serious, the person(s) may be provisionally suspended immediately and until the determination of the matter by the committee. For the avoidance of doubt, where a provisional suspension is imposed, that/those person(s) will have their accreditation removed and cannot continue to compete until the determination of the matter by the committee (which shall occur within a reasonable time after the conclusion of the event). Where imposed, any period of provisional suspension shall, to the extent practicable or relevant, be credited against any subsequent sanction imposed.
- 7.2. At the hearing, the committee will determine whether the person(s) has breached this code, as alleged in the notice (sent in clause 7.1(a)); and if so, what sanction, if any, shall apply.
- 7.3. Legal representatives or legal advocates are not permitted to appear before the committee unless in exceptional circumstances and where leave to appear has been granted by the chairperson.
- 7.4. The committee may determine the procedure for the hearing as it considers fit, and with as little formality and technicality and as quickly as proper consideration of the matter permits.
- 7.5. The onus is on UniSport to prove that the alleged breach of this code occurred.
- 7.6. The committee shall give its decision as soon as possible after the completion of the hearing. It is not required to give reasons or record its decision in writing.

8. What penalties can be imposed?

- 8.1. If the committee is satisfied the person(s) did breach the code it may impose any one or more of the following penalties:
- a) suspend the person(s) from the next game or fixture in the event in which they are due to compete
 - b) suspend the person(s) from competing in the event for one or more days of the event
 - c) suspend the person(s) from competing in the event for the balance of the entire event
 - d) suspend the person(s) from future UniSport events indefinitely or for a set period of time
 - e) withdraw any or all awards, placings and records obtained by that person or that person's team, during the event
 - f) ban the person(s) from being involved in the event in any form whatsoever including being present at event venues, and official functions of the event

- g) fine the person(s)
- h) reprimand the person(s)
- i) recommend to the person(s)'s university and / or sport governing body that a penalty or additional penalties be imposed by it
- j) any other penalty the committee thinks appropriate taking into account all circumstances

8.2. In addition, the person(s) may be disciplined by the university which they represent, and/or be prosecuted by the police.

9. How can a person(s) appeal a decision?

The defendant, any other party to the proceedings, or the executive (appellant) may, appeal a decision of the committee. To appeal a decision, the appellant must, within two days of the decision submit their appeal in writing to the UniSport Board under the guide of section 25 of the UniSport Constitution.

10. What do words in the code mean?

The words used in the code mean the following:

- **UniSport** means UniSport Australia Limited
- **Chief Executive Officer** means the UniSport CEO.
- **Code of Behaviour** or **Code** means the UniSport Code of Behaviour provided in section four of this policy.
- **Event** means any event sanctioned and endorsed by UniSport and includes the sport and social programs relating to that event.
- **Event official** means a person(s) appointed by UniSport or the host to assist it in staging the event and includes security officials.
- **Hosts** mean the hosts of the event.
- **Person(s)** means a person or persons to whom this code applies as specified in clause 2.
- **Registers** means the process of registration of participants for the event.
- **Unduly intoxicated** means definition that is applied in relevant state liquor legislation in which games are being conducted.
- **Venue** means any venue on which games, events and competition is being or was played during the event and any venue directly associated with the event or official event functions.

11. Code of Behaviour report

The Code of Behaviour report form or online form link can be found on the [UniSport website](#).

12. Supporting Documents

The following policies are to be reviewed alongside this guideline, available on the [UniSport website](#).

- Improper Use of Drugs and Medicine Policy
- Competition Manipulation and Sport Wagering Policy
- National Integrity Framework