

CODE OF CONDUCT

INTRODUCTION

Everyone who participates in Maccabi activities (**Participants**) must comply with Maccabi's Integrity Policies. These Policies are set out in detail in our Integrity Policies Handbook and are available on our website.

All Participants must also comply with this Code of Conduct, which outlines the general standards of behaviour that Maccabi requires. This Code applies both on and off the sporting field.

GENERAL STANDARDS OF BEHAVIOUR

All Participants must:

Show respect:

- treat each person as an individual and respect their rights;
- recognise and value the contribution of everyone to Maccabi, including volunteer coaches, officials and administrators who give up their valuable time to make activities happen;
- be ethical, honest, courteous and respectful;
- act with integrity and objectivity, and accept responsibility for your decisions and actions; and
- control your temper on and off the field, and do not threaten or engage in violent or physical confrontations with any other person.

Be a good team player:

- be reasonable in your expectations and demands of others;
- do not participate in, or encourage action that may jeopardise the integrity of Maccabi or any sport, including match-fixing, illegal sports betting and other corruption (see Chapter 7 below); and
- recognise that, whatever role you are playing, you are part of a team, and work equally hard for yourself and for your team. Have fun and encourage others to do the same.

Help create a safe and supportive community:

- care for others who are sick or injured and immediately report any safety issues. Be aware of, and support, policies and practices in relation to injury management and return to play;
- act in a way that:
 - protects children, young people and vulnerable people in accordance with Maccabi's Children, Young Persons and Vulnerable People Protection Policy;
 - contributes to an inclusive environment free of unlawful discrimination and harassment in accordance with Maccabi's Member Protection and Inclusion Policies;
 - complies with Maccabi's Social Media Policy;
- only touch other people if this is appropriate and necessary to the situation as set out in Maccabi's Intimate Relationships Policy; and
- comply with Maccabi's Alcohol and Other Drugs Policy.

SPECIAL STANDARDS OF BEHAVIOUR FOR DIFFERENT TYPES OF PARTICIPANTS

As well as complying with the general requirements above, be aware of the special requirements that you need to meet depending on your role:

ATHLETES

- understand and play by the rules;
- respect referees, coaches and other officials;
- give your best at all times; and
- participate for your own enjoyment and benefit.

COACHES AND MANAGERS

- place the safety and welfare of athletes above all else. Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate to the age and ability of Participants;
- obtain appropriate qualifications and certifications (including working with children checks as required) and keep up to date with the latest coaching practices and the principles of growth and development of young players;
- help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback;
- ensure all athletes are included and have real and reasonable opportunity to participate, regardless of e.g. their age, ability, gender, gender identity, sexuality, family responsibilities, race or cultural background and religious belief or practice;
- teach:
 - understanding and respect for the rules and for officials, and acceptance of their judgement;
 - respect for other athletes; and
 - desirable personal and social behaviours;
- remember that sport is for enjoyment, and promote fair play over winning at any cost – be prepared to lose sometimes;
- address unsporting behaviours; and
- be consistent, impartial and objective when making decisions.

PARENTS/GUARDIANS

- 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 or other athlete for making a mistake or losing a competition;
- help out the coach or officials at training and games, where possible; and
- model appropriate behaviour, including respect for other athletes and officials.

SPECTATORS

- respect the effort and performances of athletes; and
- respect the decisions of officials and teach children to do the same.

BOARD/COMMITTEE MEMBERS AND ADMINISTRATORS

- ensure that managers and coaches are appointed only after undertaking appropriate due diligence;
- ensure that you do not use improperly any information acquired or advantage gained from your position; and
- conduct your organisation / Club responsibilities with due care, competence and diligence.

All Participants must seek to deal with incidents, complaints and disputes in accordance with Maccabi's processes as set out in the Integrity Policies.



All Participants (and, for those under 18, their parents as well) are required to enter into a Participation Agreement – that is, an agreement with Maccabi to act in accordance with this Code of Conduct, to abide by the Integrity Policies and to be bound by Maccabi decisions about outcomes if they are found to have not acted in accordance with the rules. This Participation Agreement should be part of all Club and event member registration forms.

