

APSA – CODE OF ETHICS

1. Members shall exercise the greatest care and discretion in their relationships with other professionals and their respective students.
2. Members shall respect the rights of skaters to seek instruction or take lessons, from the professional of their choice.
3. Members shall not accept students for instruction unless, or until, all lesson fees properly payable to another member or members have been duly paid. It is the duty of a member to check with any previous coach to ensure that all such fees have been paid prior to accepting a student.
4. No member shall solicit students of another member, directly or indirectly or through third parties for lessons or instruction.
5. Members shall dress neatly in a clean and appropriate manner as becoming a member of their profession.

APSA - AVOIDING CONFLICT OF INTEREST - STATEMENT

The purpose of this document is to demonstrate the high ethical standards that govern the Victorian Professional Skating Association (herein known as VPSA) and all VPSA. Activities, and to inspire public and internal confidence in the fairness, honesty and integrity of VPSA.

My personal Ethical Commitment to VPSA

All who involve themselves with the VPSA in any capacity shall be deemed to agree that avoiding conflict of interest is a commitment to be observed and honored as if expressed in a written document, solemnly signed by the involved person, and containing the following provisions:

- a. I agree to avoid conflict of interests when deciding whether to accept any other non-VPSA position relating to the activities of the VPSA, or Australian Professional Skaters' Association Inc. The "other position" could be, but not limited to one with a Club, State Association or the National Sporting Organization, and the position could be permanent, temporary, remunerated or voluntary.
- b. If such "other positions" could reasonably appear to other members of VPSA, the Australian Professional Skaters' Association and their members, to the general public or to the skaters, to be an improper conflict, the member concerned should decline to accept the offered position.
- c. I agree to abstain from making or influencing decisions involving personal or family gain or public acclaim.
- d. I will act with absolute independence which includes favoritism for or prejudice against, any member, Coach, skater or his/her family members.
- e. I agree to strict observance of the confidentiality of non public VPSA and/or Australian Professional Skaters' Association Inc. information or when disclosure is prohibited by law or the VPSA and/or Australian Professional Skaters' Association Inc., Constitution or Regulations.
- f. I agree to prompt disclosure of my personal interest in any situation that could reasonably be considered to involve a conflict of interest.
- g. I agree to avoid evaluating, voting upon, or in any other way influencing, directly or indirectly, any decision respecting possible conflict of interest (direct or indirect) on my part. I agree to withdraw from the room during any discussion, evaluation or vote respecting such matter. This includes, but is not limited to, the award of contracts, the purchase of goods and services, engaging consultants, accepting new memberships, and the allocation of VPSA funds and/or resources.

COACH'S CODE OF BEHAVIOUR

Respect the rights, dignity and worth of every human being

Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion.

Treat each skater as an individual

Respect the talent, developmental stage and goals of each skater. Help each one reach their full potential.

Ensure the time spent with you is a positive experience

All skaters are deserving of equal attention and opportunities.

Be fair, considerate and honest with your skaters

Be professional and accept responsibility for your actions

Display high standards in your language, manner, punctuality, preparation and presentation.

Display control, dignity and professionalism to all involved in the sport - other coaches, officials, judges, administrators, parents, the media and spectators.

Make a commitment to provide a quality service to your skater

Maintain or improve your current NCAS accreditation, seek improvement through performance appraisal and ongoing coach education. Provide a training program that is planned and sequential. Maintain appropriate records.

Operate within the rules and spirit of ice skating

The guidelines of the national and international bodies governing the sport should be followed.

Keep up to date with rules, relevant policies e.g. anti doping policy, selection criteria etc.

Coaches should educate their skaters on drugs in sport issues in consultation with the Australian Drug agency.

Any Physical contact with skaters should be -

Appropriate to the situation - necessary for the skater's development.

Refrain from any kind of personal abuse towards your skaters

This includes verbal, physical and emotional abuse.

Be alert to any forms of abuse directed towards your skaters from other sources while they are in your care.

Refrain from any form of harassment towards your skaters

This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability. Under no circumstances initiate any form of sexual/emotional relationship with your skater. Actively discourage any attempt by them to form a relationship with you by thoroughly explaining the ethical issues for the refusal.

Provide a safe environment for training and competition

Ensure facilities and ice surface meet safety standards and that the training environment, equipment and rules are appropriate for the age and ability of the skaters.

Show concern and caution toward sick and injured skaters

Encourage skaters to seek medical advice when required and provide a modified training program where appropriate. Allow further participation in training and competition only when appropriate.

Maintain the same interest and support toward sick and injured skaters.

Be a positive role model for your sport and your skaters

Abide by the guidelines governing coach's conduct as set down by the A.S.C.