

## Australian Powerchair Football Association Director Code of Conduct

### 1. Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that the Australian Powerchair Football Association (APFA) requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

### 2. Who does this Code of Conduct apply to?

This Code of Conduct applies to APFA Directors whenever they are acting in their capacity as an APFA Director.

### 3. Our Values

Directors are critical cultural leaders of APFA and have a responsibility to role-model our values at all times. Our values are:

**Players first** - We place players at the centre of everything we do and we put players first in our decision-making. We enable our players to build skills, confidence, and ambition, supporting progression from local participation to international competition.

**Inclusion** - We are committed to equitable access to our sport for all eligible players, regardless of ability or background. We create clear pathways for participation, development, and competitive advancement at all levels of the sport.

**Excellence** - We ensure that players, supporters and other partners have access to a professionally run and high quality sporting experience.

**Respect** - We value achievement and participation within an inclusive and caring framework.

**Effectiveness** - We do the necessary preparation, we meet all our commitments, and we compassionately support each other, to collectively ensure APFA's long-term success

### 4. General Principles

Directors of APFA must:

1. act honestly and in good faith in the interests of APFA as a whole
2. exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in APFA's circumstances
3. exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes

4. avoid any actual or potential conflict between the obligations owed to APFA and a Director's personal interest or other duties
5. not disclose any information that is obtained through their position that is confidential
6. disclose advantages or business opportunities acquired in the course of their office
7. prevent insolvent trading by APFA
8. be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Directors
9. be well prepared for Directors meetings
10. make reasonable enquiries at Directors meetings to ensure that APFA is operating efficiently, effectively and legally towards achieving APFA's goals
11. undertake diligent analysis of all proposals and matters placed before the Directors
12. acknowledge and embrace decisions of the Directors when communicating with third parties, irrespective of their own personal views
13. treat colleagues, members and employees of APFA with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare
14. show respect for the opinions of other Directors and allow each Director a fair and reasonable opportunity to contribute to discussion and decision making
15. not engage in conduct that would likely bring discredit upon APFA or bring the Director or APFA into disrepute, or would constitute conduct unbecoming of a Director of APFA
16. not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of APFA
17. comply with the content and themes of section 5 of this Code of Conduct regarding child safety
18. promote and encourage diversity, equality and inclusiveness in decision making and throughout APFA
19. at all times exemplify the APFA values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a director of APFA
20. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct

## 5. **Child Safety**

APFA is a child safe organisation and has zero tolerance for child abuse. APFA adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in

APFA's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in APFA's child safety and safeguarding documents.

## 6. Breach of the Code of Conduct

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

In some situations, a breach of this code may result in detriment to APFA and the Director may be liable for their actions under civil and criminal laws.

If a Director suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President of the APFA Board. All reports will be acted upon and kept confidential.

## 7. Review

This Code will be reviewed by the Board every two years, or earlier as required.

## 8. Director Declaration

- I have read and understand the APFA Directors Code of Conduct
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of APFA
- I agree that I have an ongoing obligation to comply with the APFA Directors Code of Conduct

<b>Signature</b>	<b>Date</b>
<b>Name</b>	