

# Curling Australia

## Directors Code of Conduct

### 1. Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that Curling Australia (CA) 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 CA Directors whenever they are acting in their capacity as an CA Director.

### 3. Our Values

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

- Act with INTEGRITY
- Strive for EXCELLENCE
- Demonstrate LEADERSHIP
- Be INCLUSIVE
- Show RESPECT
- Inspire PASSION

### 4. General Principles

Directors of CA must:

1. act honestly and in good faith in the interests of CA as a whole;
2. exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in CA'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 CA 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 CA;
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 CA is operating efficiently, effectively and legally towards achieving CA'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 CA 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 board member a fair and reasonable opportunity to contribute to discussion and decision making;
15. not engage in conduct that would likely bring discredit upon CA or bring the Director or CA into disrepute, or would constitute conduct unbecoming of a Director of CA;
16. not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of CA;
17. comply with the content and themes of section 5 of this Code of Conduct regarding children and young people safety;
18. promote and encourage diversity, equality and inclusiveness in decision making and throughout CA;
19. at all times exemplify CA values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a Director of CA;
20. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct.

## **5. Safeguarding Children and Young People**

CA is committed to ensuring the safety and wellbeing of all Children/Young People that are involved in our sport. CA adheres to applicable safeguarding children and young people standards and legislation. Directors must be aware of their responsibilities outlined in CA's safeguarding children and young people 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/young people and ensure behaviour and interactions with children/young people are appropriate, respectful and adhere to the behavioural expectations outlined in CA's Child/Young Person Safe Commitment Statement and national integrity policies.

## **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 CA 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, they must report that breach to the Chair. Any breach by the chair would be reported to the National Integrity Manager (NIM). In some circumstances, such a disclosure may qualify for protection in accordance with the Whistleblower Policy. All reports will be acted upon and kept confidential.

With the exception of conduct that is prohibited under the National Integrity Framework (which shall be dealt with in accordance with the National Integrity Framework), CA Conduct and Disciplinary Policy applies to any breach under this Code of Conduct.

## **7. Review**

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

## **8. Officer Declaration**

- I have read and understand CA's 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 CA;
- I agree that I have an ongoing obligation to comply with CA's Directors Code of Conduct.

<i>Name</i>		
<i>Signature</i>		<i>Date</i>