

NZISA CODE of ETHICS

Version 1.0 (April 2007)

1 Purpose

This Code of Ethics describes the ethical conduct expected of the NZISA, its individual members, and officials, judges, administrators and volunteers when involved in NZISA related activities.

2 Application and Interpretation

The Code applies to the NZISA, all its members, its Affiliated Clubs and Sub-Associations, and officials, judges, administrators and volunteers, in all activities conducted under the general authority of the NZISA. The Constitution and New Zealand law shall apply to its interpretation.

3 Ethical obligations of the NZISA

The NZISA shall:

- act with fairness, honesty and integrity in all of its activities;
- conduct its affairs in a transparent and open manner except for personnel matters, for the discussion of issues which were brought to the NZISA in confidence, for the purpose of obtaining legal advice, or where required by a commercial non-disclosure agreement or the law; and
- be accountable to its members and involve them in the governance of the NZISA.

4 Ethical obligations of each individual member

Each member of the NZISA has the following obligations:

- to comply with the Constitution, the Regulations and New Zealand law;
- to respect, promote and practise fair play, honesty and sportsmanship;
- to show friendship and respect to others in the sport by rejecting cheating, gamesmanship, doping, physical and verbal abuse or aggression, exploitation, or any form of behaviour that brings the sport into disrepute or is likely to prove harmful to any other participant in the sport;
- to be courteous and respectful at all times towards officials, competitors and other members, and to acknowledge and appreciate the role that each has in the sport;
- to be mindful of the vulnerability of young athletes to deceit, manipulation and false promises of success and fame, to maintain the highest standards of personal behaviour towards them, to respect them as individuals and to protect them from abuse or exploitation of any kind, including sexual exploitation; and
- to behave always in a manner that promotes trust and confidence amongst other members, the media and the public.

5 Ethical obligations of elected office-bearers and appointed officials

Those elected as Officers and appointed as officials of the NZISA have the following additional obligations:

- to actively avoid voting upon, or in any other way influencing any decision where the member has a personal or financial interest greater than that of the members generally. This includes, but is not limited to, interests in personal or family gain, public acclaim advantage or opportunity, the award of contracts, the purchase of goods and services, engaging of consultants, payment or reimbursement for services performed for the NZISA, hiring of employees and the allocation of NZISA resources.
- to declare immediately any conflict of interest, actual or potential, and to abstain from taking part in decision-making in such situations;
- to actively avoid any opportunity to reward or bring advantage to friends, family, the coach of a family member or fellow club members through the holding of office, and to consciously avoid biased or parochial attitudes or behaviour in the administration of NZISA affairs;
- to actively avoid favouritism for or prejudice against any Member, Officer, official or coach;
- to actively avoid accepting cash, travel, hotel accommodations, entertainment or other benefits and favours except as customary in the normal course of duty to the sport or commercial activity carried out by the NZISA. Favours and benefits with a value in excess of \$200 must be reported to the NZISA Council without undue delay.
- to keep confidential all NZISA information as required by law or the Constitution, Regulations or meeting procedures; and
- to ensure that NZISA properties, funds, services and influence are not taken or used for private gain.

6 Accountability

Alleged violations of this Code should be brought to the attention of the National Council for consideration. All violations of this Code are detrimental to the best interests of the sport and breaches may be dealt with by the National Council under Clause 3.7 of the Constitution.