



**INDEPENDENT SPORTING ASSOCIATION**

## ISA CODE OF CONDUCT

### **PREAMBLE**

The ISA seeks to uphold high standards of personal conduct consistent with the ideals of competitive sport and within the best tradition of collegiality amongst independent schools.

The pursuit of excellence in games and the enhancement of positive educational experiences for all students are of paramount importance to the ISA approach to sport. ISA schools are expected to place the highest priority on players' safety and to ensure that Coaches, Officials and Administrators are fully aware of the ISA Code of Conduct as well as the rules and safety requirements in their sport. ISA schools are also expected to provide the necessary facilities regarding the provision of First Aid and support for injured players. The following Code of Conduct outlines the spirit of the Association and serves as broad guidelines for all who participate in games conducted under the aegis of the ISA.

Inter-school sport should encourage collegiality, a sense of community and positive relations between member schools and their students. It exists to build on the reputation of ISA Member Schools, the ISA Association, and the self-esteem of participants.

### **ISA DIVERSITY STATEMENT**

The Heads of Member Schools of the Independent Sporting Association are committed to the inclusiveness of the diversity of our schools and to all who participate in competition as players, officials or spectators. The Association embraces the right of every individual to be respected absolutely.

The Independent Sporting Association recognises and affirms the right of each individual to respect within our competition and we embrace the ethnic and religious diversity of our students, their teachers and their schools.

The Association does not tolerate discrimination explicit or covert towards anyone involved in competition; neither does it countenance vilification of players, officials, parents or spectators and will act decisively in any instance where such unacceptable behaviour occurs. Further, the Association reserves the right to impose sanctions on any school, their players, spectators or officials where a proven incident of discrimination or vilification is not addressed adequately.

### **APPLICATION**

The ISA Code of Conduct applies to anyone attending or participating in ISA inter-school sport and the ISA representative program. This includes players, coaches, match officials, parents, spectators, staff and volunteers.

## **1 GUIDELINES FOR COACHES**

- 1.1 The Coach is an ambassador, educator and guardian of the ethical values of fair play. All participants are deserving of equal attention and opportunities to learn appropriate behaviour and skills. *(Level of breach - 1, 2 or 3)*
- 1.2 It is imperative for coaches to be clear on the standards and behaviours associated with amateur sporting ideals. Coaches must always be ready to combat those views widely expressed in the media that run counter to the spirit of the amateur ethic. *(Level of breach - 1, 2 or 3)*
- 1.3 Coaches should recognize that games are for enjoyment, and satisfaction comes from doing one's best for the team. *(Level of breach - 1, 2 or 3)*
- 1.4 Coaches should develop in their players respect for the judgment of all officials (umpires, referees, touch judges, etc) and be particularly careful to reflect this in all public expressions of opinion. The ISA is committed to a zero tolerance approach for any abuse towards officials through negative comments or actions. *(Level of breach: 1 2 or 3)*
- 1.5 The home coach should welcome the visiting coach and encourage the Captain of the team to seek out the visiting Captain. *(Level of breach: 1)*
- 1.6 Coaches should be reasonable in their expectations of the players and in their demands on the players' time and energy. They should be sensitive to the age, skill and physical maturity of their players. *(Level of breach: 1 or 2)*
- 1.7 It is an educational responsibility of coaches to acquaint their players thoroughly with the rules or laws of the game as these provide structure and order. For this reason, coaches should continually update their knowledge of the game, and schools should ensure this occurs. *(Level of breach: 1)*
- 1.8 Coaches must be familiar with their ISA sport guidelines, the most notable being the philosophy of the Association and the application of the Mercy Rule. *(Level of breach: 1 or 2)*
- 1.9 The coach is to support and encourage the players. Criticism should be focused on the mistake and no personal derogatory remarks should be made. There should be no recriminations in defeat. *(Level of breach: 1 or 2)*
- 1.10 Where it is permitted under the rules of the game, all coaching from the sidelines must be restrained, tactful, and infrequent, and substantially out of earshot of spectators. *(Level of breach: 1, 2 or 3)*
- 1.11 The role of the coach should be understated rather than overstated. *(Level of breach: 1, 2 or 3)*
- 1.12 Coaches should warn those players who are losing their composure and becoming too physical, and if necessary, remove them from the playing field/court should such warnings not be heeded. *(Level of breach: 2 or 3)*
- 1.13 Coaches should not encroach on the court or field of play *except in exceptional circumstances*. *(Level of breach: 1 or 2)*

- 1.14 Coaches are to accept player safety as an essential priority and correct techniques are to be insisted upon. Under no circumstances are matches to start or to continue under conditions which a coach considers contentious, e.g. the absence of an appropriate umpire or referee, or an unsafe playing surface. *(Level of breach: 1 or 2)*
- 1.15 Coaches must notify their School Sports Convenor if any student from their team is sent off. The student(s) must be supervised by a school official after being dismissed from the field. It is the general rule that students will be suspended for at least one game or similar penalty as outlined by the rules for individual sports.  
*(Level of breach: 1)*

## **2 GUIDELINES FOR PLAYERS**

- 2.1 Once committed to a sport for the season, players must honour that commitment wholeheartedly. This same commitment applies to ISA representation. *(Level of breach: 1, 2 or 3)*
- 2.2 Players are expected to be modest in success and generous in defeat, not showing in either case undue emotion. *(Level of breach: 1 or 2)*
- 2.3 Players are also expected to acknowledge, willingly and openly, good play by either school. Players should not celebrate the opposition's mistakes. *(Level of breach: 1)*
- 2.4 Players should be positive in their approach to games and should adhere strictly to the rules/laws and spirit of the game. The referee or umpire's decision is final, and the Captain of the team is the only one who may ask for clarification of a decision at the appropriate time. *(Level of breach: 1 or 2)*
- 2.5 The ISA is committed to a zero tolerance approach for any abuse towards officials through negative comments or actions. *(Level of breach: 2 or 3)*
- 2.6 Players shall never resort to violent or abusive language or behaviour or engage in unfair or illegal tactics to gain an advantage. Racial vilification will not be tolerated under any circumstances. *(Level of breach: 2 or 3)*
- 2.7 Players should be punctual and adhere to their school's dress code. The home team - and in particular the Captain - should welcome the visiting team and its Captain. At the conclusion of the game acknowledgment and thanks should be given to referees, umpires, officials such as scorers/touch judges and the opposition. *(Level of breach: 1)*

## **3 GUIDELINES FOR SPECTATORS**

- 3.1 Spectators must remember that this is "kids" school sport, let them have fun. It is not the World Cup.
- 3.2 Spectators are expected to be positive role models. They must behave respectfully and courteously towards players, coaches, match officials and other spectators.  
*(Level of breach: 1, 2 and 3)*

- 3.3 Spectators are not to approach or address game officials or any of the opposing players, spectators or staff. If a spectator has a genuine concern, this needs to be presented to their own school official who will determine any action to be taken. *(Level of breach: 1, 2 or 3)*
- 3.4 Unless invited onto a field/court, spectators must never encroach onto the field/court. *(Level of breach: 1, 2 or 3)*
- 3.5 Barracking should be enthusiastic and positive, but not designed to heckle, denigrate or unsettle opponents. For example, barracking during a free throw or a kick at goal and so forth is always bad sportsmanship. *(Level of breach 1 or 2)*
- 3.6 Sledging and negative comments are totally unacceptable. Good play by either team should be recognised by applause. *(Level of breach 1 or 2)*
- 3.7 It is never right to express disapproval of a referee or umpire's decision, irrespective of his/her age. The ISA is committed to a zero tolerance approach for any abuse towards officials through negative comments or actions. *(Level of breach 1, 2 or 3)*
- 3.8 Vocal support for any team should never encourage violence, rough or illegal play. *(Level of breach 2 or 3)*
- 3.9 Visitors to the grounds should co-operate fully with any regulations or requests made by the host school, such as car parking, seating, dressing rooms and the placing of spectators. At all times visitors should leave the area tidy and free of rubbish when they leave. *(Level of breach 1, 2 or 3)*
- 3.10 Alcohol is not to be consumed at ISA fixtures. *(Level of breach: 2 or 3)*

#### **4 GUIDELINES FOR OFFICIALS - Referees & Umpires**

- 4.1 Control of spectators is the responsibility of the school official with whom the spectators are associated. Officials will seek to compliment and encourage all participants. *(Level of breach: 1 or 2)*
- 4.2 Every effort must be made to be consistent, objective and courteous when making decisions. Officials should be conscientious and punctual. *(Level of breach: 1 or 2)*
- 4.3 Officials are expected to encourage good sportsmanship and the promotion of respect for all opponents. Sledging is not to be tolerated. *(Level of breach: 1 or 2)*
- 4.4 In the management of the game, it is important to emphasise the spirit of the game rather than the errors. *(Level of breach: 1 or 2)*
- 4.5 All officials will model the highest standard of sportsmanship. Behaviour and comments should be exemplary. *(Level of breach: 1 or 2)*
- 4.6 Officials are expected to keep up to date with the latest rules/laws and trends in officiating. *(Level of breach: 1 or 2)*
- 4.7 Officials are expected to be aware of the current ISA Sport Guidelines, in particular the Mercy Rule. *(Level of breach: 1 or 2)*

- 4.8 The safety and welfare of the participants is the primary concern for officials. *(Level of breach: 1 or 2)*
- 4.9 Officials are expected to be familiar with and uphold the ISA Diversity Statement. *(Level of breach: 1 or 2)*

## **5 GUIDELINES FOR ADMINISTRATORS**

- 5.1 Consistent with the educational purpose of ISA Sport, administrators will endeavour to involve students in planning, leadership, evaluation and decision-making related to the activity. *(Level of breach: 1 or 2)*
- 5.2 All students should have equal opportunities to participate. *(Level of breach: 1 or 2)*
- 5.3 Students shall be encouraged to explore pathways for participation and involvement not only as players but also as coaches, referees, administrators etc. *(Level of breach: 1 or 2)*
- 5.4 Remember that students participate for their enjoyment and benefit. Do not overemphasise awards. *(Level of breach: 1 or 2)*
- 5.5 Coaches and officials are expected to highlight appropriate behaviour and skill development; administrators will create opportunities to improve the standard of coaching and officiating. *(Level of breach: 1 or 2)*
- 5.6 Administrators will seek to ensure that everyone involved in ISA school sport emphasises fair play, fun, good citizenship and game quality, rather than focusing on winning at all costs. *(Level of breach: 1 or 2)*
- 5.7 This code of behaviour shall be promulgated to spectators, officials, parents, coaches, players and the media, along with the expectation that it be adhered to. *(Level of breach: 1 or 2)*
- 5.8 Administrators, above all, must embody the values, behaviours and practices they expect from others, as expressed in this Code. *(Level of breach: 1 or 2)*



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## **Appendix**

### Breaches of Code of Conduct

#### Prevention

Education programmes on the Code of Conduct be given a high priority within member schools, especially to ex-students, parents, students and staff through the most effective means of promulgation and promotion.

#### Breaches

Beaches have been divided into levels:

##### *Minor Offence:*

- ❖ *Verbal but nonthreatening*
- ❖ *Bad sportsmanship*

##### *Medium Offence:*

- ❖ *Repeat of minor offence*
- ❖ *Verbal and threatening*
- ❖ *Repeated bad sportsmanship*

##### *Major Offence:*

- ❖ *Repeat of above medium offence*
- ❖ *Physical violence or threat of physical violence*
- ❖ *Racial vilification*



### Action Required - Breaches of Code of Conduct

<b><u>Offender</u></b>	<b><u>Breach</u></b>	<b><u>Sanction</u></b>	<b><u>By Whom</u></b>	<b><u>Time Frame</u></b>
Coaches	Minor	<ul style="list-style-type: none"> <li>Present the offender with an ISA Coach Code of Conduct Card.</li> <li>Talk with Coach and identify the problem.</li> <li>Verbal warning.</li> </ul>	School Sport Convenor or Designated School Official	Immediate
	Medium	<ul style="list-style-type: none"> <li>Counsel and seek assurance of compliance with ISA Code of Conduct.</li> <li>Coach is held under supervision until the school involved deems him/her satisfactory.</li> <li>Written warning at school's discretion</li> </ul>	Head of Sport	Prior to next Fixture
	Major	<ul style="list-style-type: none"> <li>Removed from position.</li> <li>Excluded from future ISA fixtures as a coach.</li> </ul>	Interview with Head of Sport and Head of School. Regarding student spectators, parents are to be notified and interviewed with student.	Prior to next Fixture
Players	Minor	<ul style="list-style-type: none"> <li>Talk with Player and identify the problem.</li> <li>Warning of consequences of repeated offences.</li> </ul>	School Sport Convenor or Designated School Official	Immediate
	Medium	<ul style="list-style-type: none"> <li>Withdrawn and excluded from the remainder of the game.</li> <li>Student is to be stood down from the next ISA competition game and must attend to support their team in school uniform.</li> </ul>	Junior players - Head of Sport.  Senior players – Head of Sport and Head of School.	Prior to next Fixture
	Major	<ul style="list-style-type: none"> <li>Banned/prohibited from playing in the ISA competition for the rest of the season.</li> <li>Player loses eligibility for ISA representative teams in that sport that year.</li> </ul>	Interview with Head of Sport and Head of School.  Parents are to be notified and interviewed with student.	Prior to next Fixture

Spectators	Minor	<ul style="list-style-type: none"> <li>Present the offender with an ISA Spectator Code of Conduct Card.</li> <li>Talk with spectator and identify problem.</li> <li>Outline sanctions if continuation of practice.</li> </ul>	School Sport Convenor or Designated School Official.	Immediate
	Medium	<ul style="list-style-type: none"> <li>Offender to leave the venue.</li> <li>Outline sanctions if continuation of practice.</li> </ul>	Head of Sport	Prior to next Fixture
	Major	<ul style="list-style-type: none"> <li>Offender to leave the venue.</li> <li>Banned from ISA fixtures for at least 12 months.</li> <li>Individual schools may place further sanctions on the offender.</li> </ul>	<p>Interview with Head of Sport and Head of School.</p> <p>Regarding student spectators, parents are to be notified and interviewed with student.</p>	Prior to next Fixture
Officials and Administrators	Minor	<ul style="list-style-type: none"> <li>Present the offender with an ISA Officials Code of Conduct Card.</li> <li>Talk with spectator and identify problem.</li> <li>Outline sanctions if continuation of practice.</li> </ul>	Head of Sport	Immediate
	Medium	<ul style="list-style-type: none"> <li>If applicable, removed from position.</li> <li>Do not engage for future ISA fixtures.</li> </ul>	<p>Interview with Head of Sport and Head of School.</p> <p>Regarding student Official, parents are to be notified and interviewed with student.</p>	Prior to next Fixture

**Note:** For all major breaches, schools are asked to consult with and/or notify the ISA Director.  
A register of banned persons will be kept by the ISA Office.