



Associated  
Independent  
Colleges

# AIC CODE OF CONDUCT

VERSION 2.0  
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Reviewed: AIC Management Committee

## OUR MISSION AND COMMITMENT

The AIC will provide well-organised competitions in sport and other activities that foster participant engagement and pride in communities in a holistic Christian context. Our students, staff, and families (both past and present) will nurture spiritual, moral, emotional, intellectual, physical, and social development through respectful and compassionate relationships in a safe environment.

The AIC is committed to achieving this mission through the Associations guiding principles of:

- o Respect for self and others
- o Social Justice
- o Inclusivity
- o Spirituality
- o Safety
- o Passion

The guiding principles are central to the AIC Code of Conduct, and all member schools together commit themselves to embedding it within their communities.

## ASSOCIATED INDEPENDENT COLLEGES

The Associated Independent Colleges (AIC) Association was founded in 1999 and is recognised as one of the premier schools' sports programs in Queensland. It provides competition and participation for students at varying levels - from beginner through to elite level. The AIC comprises of eight Christian Colleges:

Iona College  
St Laurence's College  
St Peters Lutheran College  
St Edmund's College

Marist College Ashgrove  
St Patrick's College  
Padua College  
Villanova College

## IN FELLOWSHIP WITH EACH OTHER

The AIC is an association of Christian Colleges who engage with one another through a spirit of comradeship and respect. The AIC promotes sport as a vehicle to bring together young people and College communities who otherwise might never meet one another, and a means to develop healthy young people of good character. In sport, we acknowledge that healthy competition makes us better because we compete fairly and in the true spirit of the game. AIC competition builds community and being a good guest and host are integral to our sporting interactions. *To be in fellowship with each other is to be in communion with one another through right relationships, authentic inclusion, humility, fairness, generosity, and gratitude to all.*

## AIC STANDARDS OF CONDUCT

The AIC acknowledges and accepts that each College has its own standards of conduct and that it is within the jurisdiction of the Head of College or Principal to ensure that those standards are maintained. This AIC Code of Conduct clearly articulates the types of behaviours that are expected by parents/spectators, players, coaches and officials at all AIC endorsed fixtures and activities, to ensure the highest standards of competition and sportsmanship.

The AIC Standards of Conduct apply to:

- All AIC member Colleges.
- All persons participating in AIC sport or activities.
- All spectators at AIC sports and activities.
- All persons appointed as coach, manager or health professional to an AIC College or team.
- All officials appointed by the AIC and/or governing sporting bodies to officiate sporting fixtures or activities.

## EXPECTATIONS

### Fellowship Expectations

**Be welcoming to everyone and treat them with the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, or religion.**

#### **Be Welcoming**

- By having opposing captains meet before each game.
- Acknowledge opposition before and after the game – handshake and thanks.
- Coaches and officials meet before and after the game.
- College captains or leaders meet before cheering commences.
- Host colleges welcome opposition and show them to their allocated seating.
- Host colleges allocate defined seating positions for student spectators.
- Providing adequate and designated staff supervision.

#### **Be respectful**

- To the good name and values of your College and the AIC, in all your interactions.
- To the integrity of AIC sport and the paramount importance that fellowship, and human dignity plays in healthy competition.
- Of referees, officials, and their decisions.
- By always acknowledging positive acts of sportsmanship, discouraging all instances of foul or illegal play.
- By always communicating positively, including social media before and after games.
- Of the venue by leaving it tidy and following all directions of the venue official.
- Of the AIC behaviour standards – this includes parents, coaches, officials, and players.

### **Code of Behaviour – Parents and Spectators**

Fundamental to the AIC, is our belief in inclusion and fellowship. This means that as a parent, or a spectator you are welcoming to everyone and treat them with the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, or religion.

As a parent/guardian of a student who will be representing their college and playing under the auspices of AIC, you play an important role in upholding the values of the AIC and the College that your son attends.

Parents and spectators need to demonstrate the following behaviours regarding their conduct during any AIC sporting activity:

- Be welcoming of other competitors and spectators and always model respectful interactions.

- Respect referees and officials' decisions and teach your son to do likewise.
- Remember that your son participates in sport for their own enjoyment.
- Remember that this is a schoolboy game, and all coaches and match officials are volunteers.
- Show appreciation for the coaches and teachers – including the opposing team. Without them, your son could not participate.
- Encourage your son to participate, do not force them. Focus on your son's efforts rather than his performance or the result of the game.
- Remember that all correspondence around sport should be respectful and appropriate, and directly through your son's College.
- Never ridicule or yell at your son and other boys for making a mistake.
- Be a positive role model. Remember that boys learn best by example. Appreciate good performance and skilful play by all participants.
- AIC events are not an appropriate space/venue for matters involving family disputes. This includes ensuring all parties follow appropriate court orders around visitation and attendance at activities.

The AIC supports all efforts to remove poor behaviour from sporting events. In the event that a parent feels the need to notify the AIC of inappropriate behaviour, they should firstly notify the venue official/College representative at the venue. Following this, any complaint should be then directed to their son's College's Head of Sport or the appropriate member of the College Leadership Team.

### **Code of Behaviour - Players**

Fundamental to the AIC, is our belief in inclusion and fellowship. This means that as a player you are welcoming to everyone and treat them with the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, or religion.

As a player who will be representing their college and playing under the auspices of AIC, you play an important role in upholding the values of the AIC and the College. Players need to demonstrate the following behaviours regarding their conduct:

- Exhibit a high standard of conduct and sportsmanship on and off the field including appropriate language, social media posts, and interaction with officials and opposition players.
- Respect your opponents by displaying humility in victory and graciousness in defeat.
- Play in the correct age group and commit to and respect the team that you are selected in.
- Play hard and competitively, but always fairly and accept the official's decisions.
- Cooperate with your coach, teammates, opponents, officials, and spectators.
- Do not sledge, abuse, or threaten opponents or officials.
- Be punctual to games and have the correct equipment and College attire.
- Acknowledge the opposition before and after the game with a handshake and thanks.

- Adhere to host school requirements when playing at their venues.
- Take pride in representing your College and the AIC.
- Do not act in a way that may adversely affect or reflect on, or bring you, your team, College or the AIC, into disrepute or discredit.
- Do not use drugs, including pain killers, to improve or maintain performance.

### **Code of Behaviour - Coaches**

Fundamental to the AIC, is our belief in inclusion and fellowship. This means that as a coach you are welcoming to everyone and treat them with the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, or religion.

As a coach who will be representing your College and coaching under the auspices of AIC, you play an important role in upholding the values of the AIC and the College you represent. Coaches need to demonstrate the following behaviours regarding their conduct:

- Have appropriate training and qualifications to ensure that your team is safe and prepared for competition.
- Understand and follow the rules and by laws of the sports involved.
- Adhere to your duty of care to ensure that injured players receive appropriate care during and after the games.
- The coach needs to model appropriate sportsmanship and behaviours.
- Remain calm during and after matches.
- Respect the dignity of your players as well as those from the opposition.
- In a spirit of fellowship, meet with the coach from the opposing team, prior to and after the match.
- Be the first person approached by students or parents should there be any complaint from the match.

### **Code of Behaviour - Officials**

Fundamental to the AIC, is our belief in inclusion and fellowship. This means that as an official you are welcoming to everyone and treat them with the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background, or religion.

As an official who will be representing your college/or governing body of your sport and participating under the auspices of AIC, you play an important role in upholding the values of the AIC and the College you represent. Officials need to demonstrate the following behaviours regarding their conduct:

- Model the highest standards of behaviour.
- Possess and maintain appropriate officiating qualifications for the level of competition.
- Keep up to date with the latest rules/laws and trends in officiating.

- Be conversant with the AIC rules and by laws of the relevant sport.
- Prioritise the safety and welfare of the participants as the highest concern.
- Ensure the venue, conditions and equipment are safe.
- Emphasise the spirit of the game by promoting fair play and respect.
- Officiate without bias, being consistent and objective in your decision-making.
- Act on incidences of foul play, unsportsmanlike conduct, and behaviour contrary to the spirit of the game.
- Communicate respectfully with the players and coaches.

### **What to do if there is a breach of an AIC Code of Behaviour?**

- If there is a breach of a Code of Behaviour, the relevant member college will be notified, and it will be the responsibility of that member college to investigate and manage.
- If there is a suspected breach that involves an external source (e.g., an official) then the external Association or Organisation will be notified and any further investigation will be managed by them, in consultation with the AIC Management Committee and/or Executive Officer.

### **How do complaints get reported?**

- Complaints pertaining to the AIC Code of Conduct and its inclusive Codes of Behaviour, are to be reported to, and handled by the relevant member college. The first step of reporting is to the college which the reporting player, spectator, parent or official represents.
- Complaints that are outside these parameters should be dealt with by the proper and relevant authorities.
- Wherever possible, a detailed report of the incident is to be kept. Details such as: persons involved, alleged breach, date and time, venue, action taken and outcome – with confidentiality maintained.
- All complaints should be dealt with seriously and promptly.

### **How are complaints managed?**

- Each member College is responsible for managing their own internal complaints.
- Wherever possible, complaints should be handled in a fair and just manner. Issues should be raised when the incident occurs, directly with the representative from the competing college.
- If such matters cannot be resolved through discussion, the Head of Sport and/or Head of College or Principal are to be contacted and representatives from the Colleges involved will manage it.
- If there is no resolution at this point, it may be appropriate for the matter to be brought to the AIC Management Committee in writing.
- In fairness, all complainants are to be kept informed of the progress in resolving the incident or issue and advised of action taken and outcome of complaint.