



Associated  
Independent  
Colleges

# AIC CODE OF CONDUCT

VERSION 3.0  
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Reviewed: AIC Management Committee

## **OUR MISSION AND COMMITMENT**

The Associated Independent Colleges Association (AIC) will deliver well-structured sports and activities that promote engagement, community pride, and holistic Christian values. 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 Association's guiding principles of:

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

These 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 AIC was founded in 1999 and is recognised as one of the premier schools' sports programs in Queensland. Comprising of eight Christian Colleges:

- Iona College
- Marist College Ashgrove
- Padua College
- St Edmund's College
- St Laurence's College
- St Patrick's College Shorncliffe
- St Peters Lutheran College
- Villanova College

The AIC provides competition and participation for students at varying levels - from beginner through to elite level.

## **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. It promotes sport as a vehicle for building relationships between College Communities as a means to develop healthy young people of good character. In sport, we acknowledge that healthy competition makes us better when played fairly, in the spirit of the game and through this we build community. 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 and guest colleges.
- All persons participating in AIC sport or activities.
- All spectators at AIC sports and activities.
- All persons appointed as coaches, managers, health professionals 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.
- acknowledging the opposition team before and after the game – handshake and thanks.
- coaches and officials meeting before and after the game.
- College captains or leaders meeting before cheering commences.
- Host colleges welcoming opposition and showing them to their allocated seating.
- Host colleges allocating 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 Conduct - Parents and Spectators (Non-AIC student 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.
- 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.

Examples of inappropriate behaviour (but not limited to) that breach this Code of Conduct include the following:

- Any kind of dissent towards the referee/umpire, match official or coach (own team or opposition)
- Any kind of intimidation of players including both your own team and/or opposition
- Entering the field of play at any time
- Refusing to follow the directions of the Match Officials or School Officials
- The consumptions of alcohol, tobacco (including cigarettes and vapes) and other drugs. Parents and spectators may not bring or consume their own alcohol at any event. Alcohol is permitted only at officially approved college hospitality events as part of an AIC fixture.

These behaviours are not permitted before, during or after a fixture/event and are not permitted in person or online.

## **Code of Conduct – AIC Student Spectators**

Fundamental to the AIC, is our belief in inclusion and fellowship. This means that as 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 an AIC student who as a spectator is representing their college and attending an AIC event, you play an important role in upholding the values of the AIC and the College that you attend.

AIC student 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.
- 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.
- Remember that all correspondence around sport should be respectful and appropriate.
- Never ridicule or yell at your school mates 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.
- Ensure all cheering is positive in nature and in no way puts down or distracts the opposing team.

Examples of inappropriate behaviour (but not limited to) that breach this Code of Conduct include the following:

- Any kind of dissent towards the referee/umpire, match official or coach (own team or opposition)
- Any kind of intimidation of players including both your own team and/or opposition
- Entering the field of play at any time
- Refusing to follow the directions of the Match Officials or School Officials
- The consumptions of alcohol, tobacco products (including cigarettes and vapes) and other drugs.

These behaviours are not permitted before, during or after a fixture/event and are not permitted in person or online.

## Code of Conduct - 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 that you attend. 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.
- Physical violence in any form is unacceptable.
- 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 and directions 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.

The following behaviours are examples (but not limited to) of inappropriate player behaviours at AIC Sporting Events:

- Any kind of dissent towards the referee/umpire, match official or coach (own team or opposition)
- Starting or being involved in a 'melee'
- Any kind of derogatory, defamatory or abusive language or behaviour — including racial abuse — directed towards opposition players, staff and/or spectators.
- Play that is contrary to the 'spirit of the game'.

These behaviours are not permitted before, during or after a fixture/event and are not permitted in person or online.

## **Code of Conduct - 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 experience to ensure that your team is safe and prepared for competition including the completion of school specific compliance requirements.
- 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.
- 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.

The following behaviours are examples (but not limited to) of inappropriate coach behaviours at AIC Sporting Events:

- Any kind of dissent towards the referee/umpire or match official
- Entering the field of play when not explicitly invited to by a match official
- Making negative or derogatory comments directed to your own players, opposition players, coaches or spectators
- Making physical contact with opposition players apart from the handshake at the end of the fixture/event
- Be under the influence of alcohol or other drugs when performing duties as a coach

These behaviours are not permitted before, during or after a fixture/event and are not permitted in person or online.

## **Code of Conduct - 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 or sporting organisation 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.
- Be aware of perceptions of impartiality by ensuring physical distance from participating teams before, during breaks in the match and after a match.
- Act on incidences of foul play, unsportsmanlike conduct, and behaviour contrary to the spirit of the game.
- Communicate respectfully with the players, coaches and spectators.

The following behaviours are examples (but not limited to) of inappropriate official's behaviours at AIC Sporting Events:

- Any kind of verbal altercation towards players, coaches and spectators beyond what is permitted under the laws of the game
- Any kind of physical engagement with players
- Being under the influence of alcohol or other drugs when officiating fixtures

These behaviours are not permitted before, during or after a fixture/event and are not permitted in person or online.

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

- Complaints pertaining to the AIC Code of Conduct, are to be reported to, and handled by the relevant member, guest or invited college. The first step of reporting is to the college coach/coordinator/Head of Sport which the reporting player, spectator, parent or official represents.
- Complaints that are outside this Code of Conduct should be dealt with by the proper and relevant authorities.
- Complaints may initially be raised with a College representative verbally in-person but must be followed up in writing and in a timely manner.
- 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 will be dealt with seriously and promptly.

## **How are complaints managed?**

- Each member College is responsible for managing their own internal complaints.
- Complaints will be handled in a fair and just manner by representatives from the competing colleges.
- If there is no resolution at this point, it may be appropriate for the matter to be brought to the AIC Management Committee.
- All complainants will be kept informed of the progress in resolving the incident or issue.

## **Consequences of breaching the Code of Conduct**

- Colleges will take action against students including players and spectators utilising their own College behaviour management policies.
- Colleges will take action against parents utilising their own parent behaviour guidelines.
- Coaches will be sanctioned as per the coaching/employment or volunteer agreement with each individual school.
- Officials will be sanctioned through their state or national governing body. If the official is school appointed, sanctions will be dealt with utilising school volunteer and employment agreements.
- Under the Education (General Provisions) Act 2006 a school principal has the authority to exclude someone from all school/College events for a designated period of time.
- Depending on the seriousness of the matter, Queensland Police Service or relevant authorities may be notified.
- State and National Sporting Organisations may also apply sanctions outside of the AIC context.

## **AIC Policy Review**

The Associated Independent Colleges (AIC) is committed to maintaining current and effective policies. All policies are reviewed on a regular cycle, or as required, to reflect changes in legislation, best practice, and the needs of member colleges. Updates are communicated and published through appropriate AIC channels.