| **Code of Conduct** | Approval Date:  | 29/07/21 |
| --- | --- | --- |
| Review Date: | 30/07/21 |
| Version No: | 2 |
| **Written by:** | Sign: Ned Weinert | Name: Ned Weinert |
| **Approved by:** | Sign: Adam Bazalicki | Name: Adam Bazalicki |

**PURPOSE**

This Code of Conduct is designed to outline expectations for conduct for AUE members, employees, volunteers, and other community members. AUE members, employees, and volunteers are required to demonstrate professional ethical behaviour at all times - in their responsibilities to AUE, in their relationships with each other, in their service to the community, and will be required to adhere to this Code of Conduct. No behaviours that are abusive in any manner will be tolerated.

**SCOPE**

This Code of Conduct shall apply when representing AUE in any way including playing, training, taking part in AUE-sanctioned activities or activities in AUE-operated space.

This Policy is binding for the AUE Committee, AUE Staff, and all AUE members. Violation of this policy could be seen as a matter of serious consequence and may result in disciplinary action, up to and including dismissal as outlined in the AUE Constitution.

This Policy is not restricted to the workplace, work hours, or sporting events and the obligations remain applicable when representing AUE in any capacity.

**PERSONAL AND PROFESSIONAL BEHAVIOUR**

AUE Members

1. Act within the rules and spirit of eSports.
2. Promote fair play over winning at any cost.
3. Encourage and support opportunities for people to learn and demonstrate appropriate behaviours and skills.
4. Support opportunities for participation in all aspects of eSports.
5. Treat each person as an individual.
6. Show respect and courtesy to all involved with the sport.
7. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
8. Respect the decisions of officials, coaches and administrators.
9. For those over 18 years of age, wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under 18 years of age.
10. Display appropriate and responsible behaviour in all interactions.
11. Display responsible behaviour in relation to alcohol and other drugs.
12. Act with integrity and objectivity and accept responsibility for your decisions and actions.
13. Ensure your decisions and actions contribute to a safe environment.
14. Ensure your decisions and actions contribute to a harassment-free environment.
15. Do not tolerate abusive, bullying or threatening behaviour.
16. Do not tolerate the use of cheats, hacks and major bug exploitation while representing the AUE or competing in competitions.

Athletes

1. Give your best at all times.
2. Participate for your own enjoyment and benefit.
3. Play by the rules and show respect for other players, coaches, officials and administrators.
4. Be a financial member of the club and remain up to date with any club costs.
5. Represent yourself with your highest ranked account - “smurfing” where not allowed will not be tolerated.

Coaches

1. Place the safety and welfare of athletes above all else.
2. Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
3. Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
4. Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of players.
5. Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

Officials

1. Place the safety and welfare of the athletes above all else.
2. Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
3. Be consistent, impartial and objective when making decisions.
4. Address unsporting behaviour and promote respect for other players and officials.

Club Administrators

1. Ensure quality supervision and instruction for players.
2. Support coaches and officials to improve their skills and competencies.
3. Act honestly, in good faith and in the best interests of the sport, club or association as a whole.
4. Ensure that any information acquired or advantage gained from the position is not used improperly.
5. Conduct club responsibilities with due care, competence and diligence.

Spectators

1. Respect the effort and performances of players, administrators and officials.
2. Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.