



Code of Ethical Conduct

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1. Purpose

This Code of Ethical Conduct outlines the expected standards of behaviour for all members, players, coaches, volunteers, officials, and representatives of the Association, this includes all sub-committees affiliated to MSCA.

It ensures our activities uphold **mana, tikanga Maori, and respect for all people**.

2. Guiding Values (Nga Uara)

All members (regardless of if you are in a sub-committee) are expected to act in accordance with:

- **Manaakitanga** – Showing respect, generosity, and care for others
- **Whanaungatanga** – Building strong relationships and a sense of belonging
- **Kotahitanga** – Unity and working together for common goals
- **Rangatiratanga** – Leadership, integrity, and accountability
- **Kaitiakitanga** – Protecting people, culture, and environment
- **Tikanga Maori** – Respecting customary practices, protocols, and cultural identity

3. Scope

This policy applies to:

- All members and participants
- Coaches, Managers, Kapa Haka Kaiako, and officials
- Volunteers and supporters
- Visitors attending MSCA or an affiliated sub-committee event(s)

4. Expected Standards of Behaviour

4.1 Respect and Integrity

All affiliated sub-committees, members, volunteers and participants must:

- Treat all individuals with dignity and respect



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- Honour tikanga and cultural practices
- Act honestly and with integrity at all times

4.2 Safe and Inclusive Environment

All affiliated sub-committees, members, volunteers and participants must:

- Promote a safe, supportive, and inclusive environment
- Not engage in bullying, harassment, or discrimination
- Respect diversity, including age, gender, culture, and ability

4.3 Cultural Responsibility

All affiliated sub-committees, members, volunteers and participants must:

- Respect te reo Maori, karakia, waiata, and cultural protocols
- Support the preservation and promotion of Maori identity
- Follow guidance from kaumatua
- Respect our cultural leaders and kaiako

4.4 Fair Play and Sportsmanship

All affiliated sub-committees, members, volunteers and participants must:

- Play, perform and participate fairly and honestly
- Respect rules, officials, and opponents
- Avoid cheating, violence, or unsportsmanlike behaviour

4.5 Use of Social Media

All affiliated sub-committees, members, volunteers and participants must:

- Represent MSCA and any sub-committees positively online
- Avoid posting harmful, offensive, or disrespectful content
- Respect privacy and confidentiality



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4.6 Alcohol, Drugs, and Conduct

All affiliated sub-committees, members, volunteers and participants must:

- Not engage in substance abuse at any events or activities
- Ensure behaviour remains respectful and safe
- Follow any event-specific rules on alcohol consumption

5. Child and Youth Protection

All affiliated sub-committees, members, volunteers and participants must:

- Prioritise the safety and wellbeing of tamariki and rangatahi
- Never engage in inappropriate behaviour toward minors
- Report any concerns about child safety immediately
- All officials working with tamariki and rangatahi must be suitably accredited and qualified

6. Confidentiality and Privacy

All affiliated sub-committees, members, volunteers and participants must:

- Respect confidential information
- Not share personal or sensitive information without consent
- Handle MSCA or affiliated sub-committees' matters responsibly

7. Conflict of Interest

All affiliated sub-committees, members and volunteers must:

- Declare any personal interests that may influence decisions
- Act in the best interests of MSCA at all times



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8. Breaches of Conduct

8.1 Any breach of this policy should be reported to:

- Committee members, or
- Appointed safeguarding cultural leaders

8.2 Consequences

Depending on severity, breaches may result in:

- Verbal or written warning
- Mediation or restorative process (aligned with tikanga)
- Suspension or removal from activities
- Termination of membership

9. Restorative Approach

Where possible, MSCA follows a tikanga-based restorative process, focusing on:

- Acknowledgment of harm
- Open dialogue
- Repairing relationships
- Rebuilding mana and unity

10. Commitment

All affiliated sub-committees, members, volunteers and participants agree to uphold this Code and contribute to a respectful, safe, and culturally strong environment

11. Review

This policy will be reviewed regularly to ensure it aligns with:

- Tikanga Maori
- Community expectations
- Best practice in sport and cultural governance



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12. Declaration of Commitment

All affiliated sub-committees, volunteers, participants and supporters of Maori Sports and Cultural Association (MSCA) are required to uphold the values and standards outlined in this Code of Ethical Conduct.

By signing below, you acknowledge that you have read, understood, and agree to abide by this Code, including respecting tikanga Maori, promoting a safe environment, and upholding the mana of all involved.

Volunteer/Participant/Supporters Declaration

I, the undersigned, commit to conducting myself in a manner that reflects the values of manaakitanga, whanaungatanga, kotahitanga, and rangatiratanga, and agree to follow the Code of Ethical Conduct at all times.

Print Name	
Signature	
Date	

Parent/Guardian Declaration (required for participants under 16 years)

I, the undersigned parent or legal guardian, acknowledge that I have read and understood the Code of Ethical Conduct. I agree to support Maori Sports and Cultural Association in upholding these standards and understand my child's responsibilities as a participant.

I also agree to encourage respectful behaviour and ensure my child complies with the expectations outlined in this Policy.

Childs Name	
Parent/Guardian Name	
Signature	
Date	



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13. Legislation and Best Practices References

This policy is developed in accordance with:

Legislation, Guidelines

- Associations Incorporations Act 2009 (NSW)
- Associations Incorporation Regulation 2022 (NSW)
- Child Protection (Working with Children) Act 2012 (NSW)
- Child Safe Standards (NSW)
- Children's Guardian Act 2019 (NSW)
- Reportable Conduct Scheme (NSW)

Core Ethical Conduct Principles Applied in MSCA

- Duty of Care and legal compliance
- Zero tolerance of abuse, harm, discrimination, or exploitation
- Respect, integrity, and fairness in all interactions
- Cultural safety and inclusion
- Clear accountability and reporting obligations
- Child-first, rights-based approach
- Leadership responsibility and role modelling