



# CODE OF ETHICAL CONDUCT 2025

## 1. Purpose

The Code of Ethical Conduct defines the standards of conduct, ethics and behaviour required of all individuals engaged by the Māori Sports and Cultural Association (MSCA) and the process for managing non-compliance.

The code is to be read and complied with, in conjunction with any other legislative provisions underpinning sports or other undertaken by any individual engaged by MSCA or an associated sub group.

All registered members including parents, carers and the MSCA Executive and Committee must ensure they are aware of all legislation and policy that is relevant to their membership, regardless of whether it is referred to in this Code. Members cannot excuse their misconduct or negligence by claiming ignorance, where they have failed to acquaint themselves with all the relevant legislative and policy obligations for their membership.

## 2. Definitions

**Bullying:** Bullying is a repeated and unreasonable behaviour directed towards another member or a group that creates a risk to health and safety ([Work, Health and Safety Act \(NSW\) 2011](#))

**Conduct** Conduct refers to the behaviour or actions of a member. If it breaches legislation, MSCA, or other policies and procedures, it involves misconduct (as defined below)

**Discrimination :** Occurs where a person is treated unfairly on grounds including (but not limited to their sex, pregnancy, race, age, marital and domestic status, religion, ethno-religious origin, sexual orientation, carer responsibilities, disability, gender identity or intersex status

**Duty of Care:** Duty of care means that all members have a duty of care to maintain and ensure a safe work environment. All Coaching teams have a duty of care to players, parents, or carers. Duty of Care can be physical, emotional, or financial; it is an obligation to take reasonable care to make sure that nobody is harmed. 'Reasonable' means the degree of care that could be expected from a competent and skilled person in a particular role with MSCA or any sub-committee of MSCA.

**Harassment:** Harassment is any form of behaviour that a person does not want and offends, humiliates, or intimidates the person. Targets the person because of sex, pregnancy, race, age, marital or domestic status, sexual orientation, disability, gender identity or intersex status or carers responsibilities or other grounds.

Harassment can include, but not limited to:



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- Telling insulting jokes about racial groups
- Sending explicit or sexually suggestive emails or text messages
- Displaying racially offensive, pornographic posters or screen savers
- Derogatory comments or taunts about someone's race
- Asking intrusive comments about someone's personal life

**Coaching Staff :** Applies to any role within the Coaching team being:

- Appointed Coaches
- Appointed Managers
- Appointed Trainers
- Appointed Officials
- Volunteers

Where the management and supervising of players, parents or carers is an inherent requirement

**Misconduct:** Misconduct involves improper, wrong, or potentially unlawful conduct that is outside of this policy, directions, or the law. Examples include assault, theft, blatant disregard for MSCA policies, or other serious actions that may require investigation and referral to the appropriate authorities.

**Prohibited Person:** In NSW an individual must have a Working With Children (WWC) clearance to volunteer with MSCA and associated sub-committees. An individual who has been charged with or convicted of a Child Protection (Working with Children) Act, 2012, Schedule 2 disqualifying offences may be described as a prohibited person and is not to be appointed to ANY position within MSCA or any associated sub-committee.

## 3. Scope

This code applies to all MSCA volunteers including all associated sub-committees with MSCA. By accepting a role with MSCA or an associated sub-committee, volunteers must be aware of, and comply, with this code always. It is the responsibility of all volunteers to ensure they have read and understood the code.

Any individual who is not appointed to a role in MSCA or an associated sub-committee but volunteers regularly, must be made aware of this code, and the requirement for them to act in accordance with it, for the period of their time.

Any sections not covered by the MSCA Code of Conduct and Ethics is covered by the Work, Health, and Safety (NSW) Act, 2011 and the Child Protection (Working with Children) Act, 2012.

## 4. Policy Statement



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The prime responsibility of any individual volunteering with MSCA or any associated sub-committee is to place the interest of the children above their own personal interests and, always, to demonstrate the core values of MSCA:

- **TRUST**
- **ACCOUNTABILITY**
- **INTEGRITY**
- **RESPECT**

## 5. Roles and responsibilities

When performing duties, volunteers are required to focus on performing the role to the required standards and complying with the requirements of any applicable Acts, Rules, Regulations, Industrial Instruments and MSCA Policies and Procedures.

## 6. MSCA Volunteers and any associated sub-committee

- Ensure compliance with this Code
- Model acceptable standards of behaviour and always demonstrate high ethical standards
- Provide advice and guidance to others on issues relating to the Code
- Take appropriate action in relation to suspected breaches of this Code, including prompt consultation with the Senior Executive Committee of MSCA

## 7. Principles of acceptable behaviour

- MSCA volunteers and any associated sub-committee volunteer are responsible for ensuring they are aware of the MSCA policies and procedures, guidelines, and delegations, particularly those which may be applicable to a Senior Executive position or Coaching teams.

MSCA volunteers and any associated sub-committee are required to comply with:

- Relevant legislation, policies, and procedures
- Relevant MSCA policies and procedures

MSCA volunteers and any associated sub-committee are required to act:

- Honestly, truthfully, ethically, and responsibly
- In good faith in providing advice or service that is honest, non-discriminatory, impartial, and comprehensive, irrespective of their personal views

MSCA volunteers and any associated sub-committee are required to:



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- Perform their roles professionally and conscientiously, to the best of their ability, being accountable for their performance
- Working collaboratively with other volunteers
- Be mindful of their duty of care to ensure safety of themselves and others around them
- Be aware that conduct which may have the potential to damage the reputation of the MSCA and any associated sub-committee

## 8. Treating people with dignity and respect

All MSCA and any associated sub-committee volunteers have a right to be treated with dignity and respect. It is the responsibility of each volunteer to ensure this occurs. Volunteers are to treat players, parents or carers, officials, opposing teams and team officials with equal respect and fairness.

Discrimination, bullying, or harassment and/or other inappropriate behaviour will not be tolerated by MSCA in any form, and may constitute misconduct.

When interacting with others, particularly during sporting tournaments or games:

- Act impartially
- Respect the rights and dignity of others
- Use courteous, respectful, and appropriate language at all times
- Do not discriminate against, bully, or harass any person
- Maintain confidentiality and privacy
- Do not yell or abuse any match officials at any time
- Do not engage in sideline taunting or abuse to any opposing team or match officials

## 9. Working with Children

All MSCA and any associated sub-committee volunteer are required to understand and comply with child protection legislation. All volunteers must hold a current Working with Children Check.

## 10. Use of drugs, tobacco, and alcohol

MSCA is committed to providing a productive, safe, and healthy environment. All volunteers (Juniors) must:

- Not attend any planned training session or organised games if they are affected by alcohol, illegal drugs or other restricted substances
- Not to consume or bring to any Junior event illegal drugs, alcohol, or other restricted substances



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- Not to consume or bring to any planned training session or organised game any alcohol (unless approved by MSCA Senior Executive Committee)
- Not to endanger their own safety and the safety of any other person by consuming alcohol, illegal drugs, or other restricted substances
- Not have illegal drugs or any drug-associated items in their possession at any time

Smoking is prohibited at most Junior events and training sessions. Smoking is permitted in certain locations.

## 11. Confidentiality and privacy

MSCA must ensure that personal and sensitive information remains confidential and private. Registration for a sub-committee that is associated with MSCA must be conducted on the approved registration platform provided by MSCA.

Other than with a recognised Competition Body, no associated sub-committee may collect and hold the confidential and private information of members of MSCA, without the prior approval of the MSCA Senior Executive Committee.

## 12. Representing MSCA

Volunteers are reminded to represent MSCA appropriately. Sub-committees must ensure they have the appropriate approval when responding to any misconduct issues.

Volunteers and any associated sub-committee of MSCA is not only representing MSCA in all dealings, but the Māori people.

## 13. Reporting breaches

Any suspected breach of the Code of Conduct and Ethical behaviour should be reported to the MSCA Senior Executive committee via email at: [admin@maorisca.com.au](mailto:admin@maorisca.com.au)

The report should detail:

- When
- Who is involved
- What happened
- Where did it happen
- What action did you take (if any)

## 14. Legislation

This code can be read in conjunction with, but not limited to, the listed legislation:

- Anti-Discrimination Act (NSW) 1977



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- Children and Young Persons (Care and Protection) Act (NSW) 1998
- Child Protection (Working with Children) Act (NSW) 2012
- Public finance and Audit Act (NSW) 1983

## **15. MSCA Policies and Procedures**

It is a mandatory requirement as a volunteer of MSCA or any associated sub-committee that you have agreed to and signed:

- Code of Conduct
- Participation Agreement
- It is mandatory to provide:
  - A current and active Working with Children Check
  - Qualifications to Coach, train or manage teams/players
  - Registration confirmation with MSCA (this includes any associated sub-committee and its members)