



Australian Calisthenic Federation

ACF Code of Conduct – General

PURPOSE

The purpose of this Code of Conduct is to outline the standards of behaviours and ethical conduct expected of all participants, coaches, officials, volunteers, parents/guardians (of child participants) and supporters who are involved with any activities held or sanctioned by Australian Calisthenic Federation (ACF), a Member State or an Affiliated Club, providing role-specific principles to guide individual behaviour and decision-making.

ACF is committed to providing a safe, fair, and inclusive environment for everyone involved in our organization and in our sport.

CODE OF CONDUCT

General Code of Conduct

Any person who are involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Respect the rights dignity and worth of others.
- Be fair, considerate, and honest in all dealing with others.
- Be professional and accept responsibility for your actions. Make a commitment to providing quality service.
- Demonstrate a high degree of individual responsibility especially when dealing with people under 18 years of age, as your words and actions are an example.
- Be aware of, and maintain an uncompromising adherence to ACF standards, rules, regulations, and policies.
- Operate within the rules of ACF including national policies and guidelines which govern ACF and the Member States.
- Understand your responsibility if you breach or are aware of any breaches of this Code of Conduct.
- Do not use your involvement with ACF, a Member State or an Affiliated Club to promote your own beliefs, behaviours, or practices where these are inconsistent with those of ACF, the Member States or the Affiliated Clubs.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment towards or discrimination against others. Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured. Be a positive role model.
- Do not criticize the performance and/or appearance of an official either verbally or through electronic or social media.

ACKNOWLEDGEMENT

The Australian Calisthenics Federation respectfully acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and culture.

Participant

In addition to the General Code of Conduct, a participant who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Respect the rights, dignity and worth of fellow participants, coaches, officials, and spectators.
- Refrain from conduct which could be regarded as sexual or other harassment towards fellow participants and coaches.
- Respect the talent, potential and development of fellow participants. Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Never engage in inappropriate conduct including the use of offensive language, drinking, or smoking whilst in the presence of junior participants or spectators. Always maintain high personal behaviour standards.
- Abide by the rules and respect the decision of the adjudicator.
- Be honest in your attitude and preparation for training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in the development of programs to adequately prepare you for competition at the highest level.

Coach

In addition to the General Code of Conduct, a coach who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Always treat all participants with respect. Be honest and consistent with them. Honor all promises and commitments, both verbal and written.
- Report any harm or risk of harm to a child or young person to the appropriate statutory authority in your jurisdiction.
- Provide feedback to participants in a caring sensitive manner to their needs. Avoid overly negative feedback.
- Recognize participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists.
- Treat all participants fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other conditions.
- Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions, and actions.
- Involve the participants in decisions that affect them.
- Determine, in consultation with participants and others, what information is confidential and respect that confidentiality.
- Encourage a climate of mutual support among your participants.
- Encourage participants to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- At all times use appropriate training methods which in the long term will benefit the participants and avoid those which could be harmful.

- Ensure that the tasks/training set are suitable for age, experience, ability, and physical and psychological conditions of the participants.
- Be acutely aware of the power that you as a coach develop with your participants in the coaching relationship and avoid any sexual intimacy with participants that could develop as a result.
- Avoid situations with your participants that could be construed as compromising.
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance.
- Respect the fact that your goal as a coach for the participant may not always be the same as that of the participant. Aim for excellence based upon realistic goals and consideration for the participant's growth and development.
- Recognize individual differences in participants and always think of the participant's long-term best interests.
- Set challenges for each participant which are both achievable and motivating.
- At all times function as a role model that promotes the positive aspects of sport and of calisthenics by maintaining the highest standards of personal conduct and always projecting a favourable image of the sport of calisthenics and of coaching.
- Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your participants.
- Respect copyright laws governing the use of music, imagery, video, and other creative content. This includes:
 - Ensuring all music used in training, performance, or competition is properly licensed or royalty-free.
 - Avoiding unauthorized use of copyrighted images, videos, or promotional materials in club or event communications.
 - Seeking appropriate permissions when using third-party content for choreography, marketing, or education.
- Uphold the integrity of choreographic intellectual property, including:
 - Refraining from copying, adapting, or reusing another coach's or choreographer's work without explicit permission.
 - Acknowledging the creative contributions of others when referencing or building upon existing choreography.
 - Educating participants on the importance of respecting artistic ownership and originality.
- Model ethical creative practices by:
 - Encouraging innovation and originality in choreography and performance.
 - Promoting a culture of respect for artistic contributions across the calisthenics community.
 - Cooperating with ACF and affiliated bodies in resolving any disputes related to intellectual property respectfully and constructively.

Officials & Volunteers

In addition to the General Code of Conduct, an official or volunteer who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Place the safety and welfare of the participants more than anything else.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Report any harm or risk of harm to a person under 18 years of age to the appropriate statutory authority in your jurisdiction.
- Be impartial, consistent, and transparent in your conduct and decision-making. Accept responsibility for your actions.
- Declare any actual, potential, or perceived conflicts of interest and follow recusal procedures.
- Avoid situations that may lead to or call into question conflict of interest.
- Be courteous, respectful, and open to discussion and interaction. Value the individual in sport.

Committee Members

In addition to the General Code of Conduct, committee members engaged in activities under the ACF—whether serving nationally, within a member state, or through an affiliated club must adhere to the following principles:

- Act in the best interests of the sport and the ACF community as a whole, regardless of local affiliations.
- Contribute constructively to committee discussions, decision-making, and policy development.
- Represent stakeholder perspectives accurately and respectfully, while supporting broader strategic cohesion.
- Foster a culture of inclusion, transparency, and respectful dialogue in all committee interactions.
- Treat fellow committee members, staff, volunteers, and stakeholders with dignity, empathy, and professionalism.
- Refrain from public commentary that undermines committee decisions, processes, or the reputation of ACF or its affiliates
- Maintain confidentiality of sensitive discussions, documents, and deliberations.
- Communicate committee outcomes clearly and responsibly to relevant stakeholders.
- Avoid misrepresentation of committee decisions or processes in any public or private forum.
- Declare any actual, potential, or perceived conflicts of interest and follow recusal procedures.
- Operate within the rules, policies, and strategic frameworks of the ACF and its affiliated entities.
- Support continuous improvement, feedback processes, and governance reform initiatives.
- Participate in periodic reviews of committee conduct and effectiveness, as overseen by the relevant body.
- Respond constructively to feedback and uphold corrective actions where required.
- Understand that breaches of this Code may result in removal from the committee and exclusion from future appointments at any level of the ACF.

Parents/Guardian & Supporters

In addition to the General Code of Conduct, parent/guardian (of child participant) who is involved with any activities held or sanctioned by ACF, a Member State or an Affiliated Club must:

- Put the emotional and physical well-being of youth participants ahead of a personal desire to win.
- Respect the decisions of officials or coaches.
- Not engage in any violence or verbal threats or use any profanity.
- Model good sportsmanship for all youth participants.
- Never engage in inappropriate conduct including the use of offensive language, drinking, or smoking whilst in the presence of junior participants or spectators.
- Encourage participants to play by the rules and to show respect to coaches, officials, and opponents always.
- Respect the rights and dignity of every person including participants, coaches, officials, parents, and fellow spectators; and never engage in behaviour that abuses, demeans, provokes, or harasses others.
- Not belittle or ridicule anyone involved in a youth sporting event—in public, private, in-person, or online.
- Call out and refer to Member State representatives or ACF all acts of unethical behaviour, whether from participants, coaches, officials, parents, or fellow spectators.
- Participate in positive support that reinforces and encourages all participants efforts.

ACF NATIONAL INTEGRITY FRAMEWORK

ACF works closely with Sport Integrity Australia to ensure participation in calisthenics in Australia is safe and inclusive for all. We are committed to ensuring that people in sport, including children, are treated with respect dignity and are protected from bullying, discrimination, harassment or abuse. All involved in calisthenics activities must be aware of their responsibilities under the ACF National Integrity Framework, and have a working knowledge of, and understanding of, their legal and governance responsibilities in relation to the Framework, and their reporting obligations.

Child Safety

The ACF's National Integrity Framework [Safeguarding Children & Young People policy](#) outlines ACF as a child safe organisation. All involved in calisthenic activities must be aware of their responsibilities outlined in ACF's [Safeguarding Children & Young People policy](#) and be clear about processes for reporting and acting on concerns or reports of child abuse.

All will respect, listen to and promote the rights of children, and ensure behaviour and interactions with children are appropriate, respectful, and adhere to the ACF Child / Young person safe practices and expected behaviours outlined in ACF's [Safeguarding Children & Young People policy](#).

BREACH OF THE CODE OF CONDUCT

ACF is committed to promoting a culture of compliance and ethical behaviour. We will make sure that the protection offered under this Code of Conduct is applied to anyone who reports concerns in good faith.

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

Reporting Breaches

It is the responsibility of individuals to report any breach or potential breach of the Code of Conduct as soon as practicable. Suspected or actual breaches of this Code of Conduct can be reported to the relevant Member State representatives or ACF's Member Protection Officer.

ACF is committed to ensuring that participants, coaches, officials, parents/ guardians and supporters can report breaches or suspected breaches of this code without fear of harassment, victimisation or discriminatory treatment.

With the exception of conduct that is prohibited under the National Integrity Framework (which shall be dealt with in accordance with the National Integrity Framework), the ACF Non-NIF Complaints & Disputes Management Policy applies to any breach under this Code of Conduct.

REVIEW

This Code will be reviewed by the Board every two years, or earlier as required.

RELATED DOCUMENTS

The following documents may be used as reference information for the deployment of this policy/procedure:

Reference	Title	Identifier
(1)	ACF Non-NIF Complaints & Disputes Management Policy	ACF-068-POL
(2)	ACF Safeguarding Children & Young People Policy	ACF-076-POL

Version Control Table

Version	Date Endorsed	Approved By
001	28/11/2024	ACF Board
002	16/01/2026	ACF Board

AUTHORISATION

Natalie Wallace

Signature of ACF Chair

Date of Endorsement by the Board – 16 January 2026

Australian Calisthenics Federation