



DIRECTOR & STAFF CODE OF CONDUCT

Policy number	BH6
Responsible person(s)	Board & General Manager
Version	1.0
Approved by Board	February 2025
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1. INTRODUCTION

Badminton Hobart (BH) is committed to promoting and strengthening the positive image of badminton and its participants and to ensuring that everyone involved with badminton is treated with respect and dignity.

This Code of Conduct aims to ensure that everyone involved in badminton under the jurisdiction of BH is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.

2. APPLICABLE PERSONS

This Code of Conduct applies to BH Directors and BH staff whenever they are acting in their capacity as a BH Director or staff member.

3. OUR VALUES

Directors and staff are critical cultural leaders of BH and always have a responsibility to role-model our values. Our values are:

- Inclusive*** We are an integral part of the community and are open to everyone at any stage of life wanting to play Badminton
- Fun*** Sport is for fun. From beginners, families, or elite competitors we want to enable feelings of Joy from playing the game
- Accessible*** Our aim is to make it easy for you to play, develop and participate in Badminton. Our community is here for you
- Accommodating*** We have been playing at this venue since 1962 and have had many generations play here. Badminton is a world game, an Olympic Sport and we have Pathways and Coaches to assist those wishing to improve their game

4. DEFINITIONS

- *Code of Conduct* means this BH Code of Conduct.
- *Member* means a member of BH admitted in any category of membership in accordance with clause 6 of the BT Constitution.
- *Prohibited Conduct* means conduct prescribed by the Prohibited Conduct section of this Code of Conduct.
- *Relevant Person* means:
 - members
 - participants and facility users; and
 - any other person, including individuals and bodies corporate, who are engaged in activity related to BH operations

5. EXPECTED BEHAVIOURS

All Directors and staff must:

- Act and operate within the rules and spirit of badminton
- Be ethical, considerate, fair and honest in all dealings with other people and all stakeholders
- Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions
- Maintain appropriate, professional relationships with other Relevant Persons always
- Treat all Relevant Persons and stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations
- Act with care and diligence to safeguard the health and safety of themselves and Relevant Persons and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of BH activities
- Respect and protect confidential information obtained through BH activities, whether regarding individuals or organisational information
- Acknowledge and comply with:
 - i. [Badminton Australia Member Protection Policy](#)
 - ii. [BH1 – Abuse Policy](#)
 - iii. [BH2 – Centre Entry Policy](#)
 - iv. [BH5 – Customer Service Charter](#)
 - v. [BH8 – Privacy Policy](#)
 - vi. [BH10 – Social Media Policy](#)
 - vii. [BH11 – WWVP Policy](#)
- Ensure that physical contact with others is objectively appropriate to the situation
- Not display or transmit, or cause displayed or transmitted, offensive or inappropriate material or messages (such as sharing an indecent or offensive comment) in relation to or towards Relevant Persons
- Not engage in behaviour, including contact via social media or other electronic means, that negatively affects the experience, safety or wellbeing of Relevant Persons or other patrons, including behaviour that is:
 - i. offensive or discriminatory
 - ii. bullying or harassing
 - iii. sexist, racist, homophobic, biphobic or transphobic

- iv. intimidating, threatening or aggressive
 - v. drunk and disorderly
 - vi. unwelcome or uninvited physical contact
 - vii. continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - viii. unlawful or unsafe
- Not behave in a manner that is physical, emotional, racial, religious or sexual harassment towards Relevant Persons
 - Not behave in a manner that is public or domestic violence
 - Comply with all reasonable directions of, and accept all decisions of, the BH Board or General Manager
 - Not be in the possession, or under the influence of, an illegal drug, at, in or around the BH facility

6. Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- Conduct themselves in any manner, or engage in any activity whether before, during or after an activity that would impair public confidence in the honest and orderly conduct of the activity
- Engage in any conduct or activity including, without limitation, making public comments (including on social media) which:
 - i. brings BH, a Relevant Person or the sport of badminton into disrepute; or
 - ii. is or could be harmful to the interests of BH or badminton
- Make improper use of information acquired by virtue of their position in any Team selected by an AHO or their position in, or relationship with, an AHO to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to an AHO; and
- Do not comply with any of clauses outlined at 5.

7. CHILD SAFETY

BH is a child safe organisation and has zero tolerance for child abuse. BH adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in BH 's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in BH 's child safety and safeguarding documents.

8. BREACH OF THE CODE OF CONDUCT

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

In some situations, a breach of this code may result in detriment to BH, and the Director may be liable for their actions under civil and criminal laws.

If a Director suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the Chair of the Board.

All reports will be acted upon and kept confidential.

Except for conduct that is prohibited under the [Badminton Australia Integrity Framework & Policies](#) (which shall be dealt with in accordance with the Integrity Framework), the [BH Conduct and Disciplinary Policy](#) applies to any breach under this Code of Conduct.

9. RELATED DOCUMENTS

Badminton Australia Member Protection Policy	
Badminton Australia Integrity Framework & Policies	
BH1	Abuse Policy
BH2	Centre Entry Policy
BH5	Customer Service Charter
BH8	Privacy Policy
BH10	Social Media Policy
BH11	WWVP Policy