



Liverpool City Archers (LCA) Code of Conduct policy.

Liverpool City Archers (LCA) currently has a Code of Conduct in place (Version 1, effective October 2025). Archery Australia likewise provides best-practice guidelines for member behaviour and integrity in the sport. This Code of Conduct builds on those foundations to ensure all LCA members understand the standards of good, respectful behaviour always expected – during training, competitions, and any club events – and the consequences of not upholding these standards. It aligns with Archery Australia’s core principles of fairness, respect, responsibility, and safety, upholding the values and reputation of our sport.

Purpose and Scope

The purpose of this Code is to promote a safe, fair, and enjoyable archery environment by setting clear standards of conduct for all members. Scope: This Code applies to all LCA members (athletes, coaches, officials, volunteers, and parents/guardians) whenever involved in club-related activities, including practice sessions, tournaments, social events, and online interactions. By becoming an LCA member, individuals agree to abide by the Club’s Constitution, rules, and policies – as well as those of Archery NSW, Archery Australia, and World Archery. This Code of Conduct is to be reviewed in conjunction with Archery Australia’s integrity policies (Member Protection, Child Safeguarding, Anti-Doping, etc.) and LCA’s own policies.

Expected Standards of Behaviour

All members of Liverpool City Archers are expected to always conduct themselves in a positive and sportsmanlike manner. The following standards of behaviour are expected:

- **Respect for Others:** Treat everyone with respect, dignity, and courtesy. Respect the rights and worth of fellow archers, officials, coaches, volunteers, and spectators.
- **Integrity and Honesty:** Act honestly and ethically in all dealings. Never engage in cheating, dishonesty, or any behaviour that would bring yourself, the Club, or the sport of archery into disrepute.
- **Fairness and Sportsmanship:** Use within the letter and spirit of the rules always. Promote fair play over winning at any cost. Give your best effort in training and competition and be a good sport – applaud good performances by all participants, whether teammates or opponents.
- **Responsible Behaviour:** Be accountable for your actions and conduct. Follow all lawful and reasonable instructions from coaches, officials, and club committee members. Uphold all Club policies and procedures (e.g. range safety rules, equipment protocols) and be aware of the standards that apply.
- **Safety First:** Prioritise safety for yourself and others. Adhere to all safety guidelines for archery; never behave in a way that endangers anyone.
- **Respect for Property:** Care for the property and equipment used in our sport. Do not misuse or damage club facilities, gear, or anyone’s personal equipment.
- **Harassment and Abuse:** Refrain from any form of abuse, harassment, bullying, or discrimination toward others. This includes verbal, physical, and online forms of harassment. Do not use profanity or aggressive language toward anyone.
- **Teamwork and Cooperation:** Work collaboratively with fellow members and officials. Cooperate with event staff, coaches, teammates, and competitors for the good of the sport. Support and encourage other archers, and help create a friendly, inclusive atmosphere.
- **Positive Role Modelling:** Be a positive role model for the sport of archery. Demonstrate good behaviour that younger or less experienced archers can follow.
- **Compliance with Policies:** Abide by all Archery Australia, Archery NSW, and LCA policies relevant to member behaviour.

Breaches of the Code of Conduct

Failure to meet the above standards of behaviour is considered a breach of this Code of Conduct. All members have a duty to report serious breaches or misconduct to the Club's Executive Committee so that right action can be taken.

- **Disobeying Rules or Instructions:** Refusing to comply with club rules, standard operating procedures, or any reasonable direction from a coach or club official.
- **Unsportsmanlike Behaviour:** Engaging in unacceptable or disruptive behaviour that interferes with others' enjoyment of archery. This includes persistent arguing with officials, throwing equipment in anger, or sledging/taunting other competitors.
- **Harassment, Bullying or Discrimination:** Any form of harassment, abuse, bullying, intimidation, or discrimination against another person.
- **Safety Violations:** Serious disregard for safety protocols or conduct that endangers others.
- **Damage or Theft of Property:** Wilfully damaging club property or equipment or stealing property belonging to the club or another person.
- **Acts Bringing the Sport into Disrepute:** Any behaviour (on or off the field) that significantly tarnishes the reputation of LCA or the sport of archery.
- **Serious Misconduct:** Any behaviour that violates the Code of Conduct and is consider severe enough to justify disciplinary action or expulsion.

Disciplinary Process and Consequences

All alleged breaches of the Code of Conduct will be addressed in accordance with the Club's constitution and policies to ensure a fair and consistent process. The LCA Executive Committee is responsible for investigating misconduct complaints and deciding proper disciplinary action.

- **Investigation and Right to Respond:** When a complaint or report of misconduct is made, the Committee will notify the member of the allegations in writing and give them an opportunity to respond within a specified time (e.g. 14 days).
- **Range of Disciplinary Actions:** Consequences for a breach of the Code can vary depending on the severity and circumstances. Possible actions include counselling, written warnings, suspension of privileges, or expulsion from the Club.
- **Approval and Notification:** Any decision to suspend or expel a member will be made via a resolution of the Committee following the proper investigation. The member will be notified in writing of the outcome, the reasons for the decision, and (if applicable) the length of a suspension or the fact of expulsion.
- **Right of Appeal:** A member who is disciplined (e.g. suspended or expelled) has the right to appeal the Committee's decision under the procedure set out in the Club's Constitution.
- **External Reporting:** Where a breach may also violate Archery NSW/Archery Australia policies or the law (such as abuse of a minor, doping, or criminal acts), the Club will report the matter to the appropriate authorities or governing bodies.

By becoming a member of Liverpool City Archers, I have read and fully understand my responsibilities as a club member and agree to abide by the terms and conditions stated within this document.