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SAMBO FEDERATION OF AUSTRALIA LIMITED
CODE OF CONDUCT

Policy Name	Code of Conduct
Policy Coverage	Conduct expectations
Date of Approval	8 August 2024
Approved by	Board of SAMBO Federation of Australia Limited

1. Introduction

1.1 SAMBO Federation of Australia is committed to making Sambo a safe, fair, inclusive and respectful sport for all participants.

1.2 This Code of Conduct supports the objects of SAMBO Federation of Australia and applies to the conduct of persons and organisations involved in Sambo in Australia.

1.3 SAMBO Federation of Australia has adopted, or intends to adopt, national integrity policies consistent with the requirements of Sport Integrity Australia, including policies dealing with member protection, safeguarding children and young people, anti-doping, improper use of drugs and medicine, competition manipulation and sports gambling, complaints, disputes and discipline.

1.4 This Code of Conduct aims to ensure that everyone involved in Sambo understands the standards of behaviour expected of them and the process for dealing with conduct that may breach this Code.

1.5 This Code of Conduct:

- sets out expected standards of behaviour;
- identifies prohibited conduct;
- applies to relevant persons and relevant organisations connected with Sambo; and
- supports safe, ethical and fair participation in Sambo.

2. Definitions

In this Code of Conduct:

Activity means any Sambo sporting contest, bout, match, tournament, competition, event, grading, training session, seminar, camp, course, meeting or activity sanctioned, organised, approved or recognised by SAMBO Federation of Australia or a Relevant Organisation.

Athlete means a person who is registered, selected, nominated or entitled to participate in an Activity.

Board means the Board of Directors of SAMBO Federation of Australia.

Club means any club, academy, training centre or sporting organisation that enters, registers or supports an Athlete, Team, coach, official or participant in an Activity.

Code of Conduct means this Code of Conduct.

Coach means any person who trains, instructs, supports or assists an Athlete or Team in Sambo.

Contractor means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, including agents, advisers, consultants, subcontractors and their employees or representatives.

Employee means a person employed by a Relevant Organisation.

FIAS means the International Sambo Federation or any successor international federation recognised by SAMBO Federation of Australia as the international governing body for Sambo.

Member means a member of SAMBO Federation of Australia, including Member States, Affiliate Members, Individual Members, Life Members and any other category of member recognised under the Constitution or Membership Policy.

Member State means a State or Territory body recognised by SAMBO Federation of Australia as responsible for working with SAMBO Federation of Australia to develop, promote and manage Sambo in that State or Territory.

National Integrity Framework means the integrity framework developed by Sport Integrity Australia and adopted by SAMBO Federation of Australia from time to time.

Participant means Athletes; Coaches; referees, judges and technical officials; administrators, directors, committee members and office holders; support personnel, including team managers, medical personnel, selectors and team staff; volunteers; parents, carers and spectators where they are subject to registration conditions, event conditions or venue entry conditions requiring compliance with this Code; and any other person involved in an Activity.

Policy means a policy, by-law, regulation, procedure or standard adopted by SAMBO Federation of Australia.

Prohibited Conduct means conduct described in clause 5 of this Code or conduct prohibited under any applicable Policy.

Relevant Organisation means SAMBO Federation of Australia; a Member State; an Affiliate Member; a Club; any organisation conducting, organising or sanctioning an Activity under the authority of SAMBO Federation of Australia; or any other organisation that has agreed to be bound by this Code.

Relevant Person means an Individual Member; a Participant; an Athlete; a Coach; an official; an Employee; a Contractor; a Volunteer; a Director, committee member or office holder; a parent, carer or spectator where applicable; or any other person who has agreed or is required to be bound by this Code.

Sambo means the sport of Sambo and all disciplines and formats recognised or regulated by FIAS or SAMBO Federation of Australia, including Sport Sambo, Combat Sambo, Beach Sambo and any other recognised discipline.

SAMBO Federation of Australia means Sambo Federation of Australia Limited.

Team means a collection or squad of Athletes registered, selected, nominated or entitled to participate in an Activity.

Volunteer means any person engaged in a voluntary capacity by a Relevant Organisation, including directors, office holders, administrators, coaches, officials, team personnel and event support personnel.

3. Jurisdiction

3.1 To whom this Code applies

This Code applies to:

- Relevant Persons; and
- Relevant Organisations.

3.2 When this Code applies

Relevant Persons and Relevant Organisations must comply with this Code:

- when participating in, attending, organising, supporting or officiating at an Activity;
- when dealing with SAMBO Federation of Australia, a Relevant Organisation, or their staff, contractors, volunteers or representatives;

- where there is a recognised Sambo connection, including during competitions, training, events, meetings, courses, travel, team activities and online communications;
- when using social media or public communication in a way that relates to Sambo, SAMBO Federation of Australia, a Relevant Organisation, an Activity or another Relevant Person;
- when acting in any capacity connected with Sambo; and
- in relation to their membership, registration, appointment, selection or standing within Sambo.

3.3 Referral under another policy

Where SAMBO Federation of Australia determines that alleged conduct is more appropriately dealt with under another Policy, including an integrity, safeguarding, anti-doping, member protection, complaints, disputes or discipline policy, SAMBO Federation of Australia may refer the matter to be handled under that Policy.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must:

- act within the rules, values and spirit of Sambo;
- comply with the Constitution, Policies, rules, regulations and reasonable directions of SAMBO Federation of Australia and Relevant Organisations;
- act honestly, ethically, fairly and with integrity;
- be accountable for their conduct, decisions and actions;
- treat all people with courtesy, dignity and respect;
- maintain appropriate and professional relationships with other Relevant Persons;
- respect the authority and decisions of referees, judges, officials and event administrators;
- not use offensive language, aggressive behaviour or unnecessary dissent towards officials, athletes, coaches, volunteers or spectators;
- act with care and diligence to safeguard the health, safety and wellbeing of themselves and others;
- contribute to a safe environment for Sambo activities;
- support fair play, sportsmanship, inclusion and equal opportunity;
- respect cultural, religious, linguistic and personal differences;
- protect children and young people and comply with child safety requirements;
- respect and protect confidential, personal and organisational information;
- avoid actual, potential or perceived conflicts of interest and disclose conflicts when they arise;
- use SAMBO Federation of Australia property, funds, information and resources responsibly;
- comply with all applicable laws, venue requirements, competition rules and event conditions;
- avoid conduct that could bring SAMBO Federation of Australia, a Relevant Organisation, a Relevant Person or Sambo into disrepute;
- cooperate with investigations, disciplinary processes and integrity matters where required; and
- comply with all applicable anti-doping, integrity, safeguarding and member protection requirements.

5. Prohibited Conduct

A Relevant Person or Relevant Organisation breaches this Code if they:

- engage in conduct that is dishonest, corrupt, fraudulent, misleading or deceptive;
- engage in conduct that brings or may bring SAMBO Federation of Australia, a Relevant Organisation, a Relevant Person or Sambo into disrepute;
- engage in abuse, bullying, harassment, intimidation, discrimination, victimisation or vilification;
- engage in sexual misconduct, inappropriate physical contact or other conduct inconsistent with safe sport standards;

- engage in child abuse, grooming, misconduct involving a child or young person, or fail to comply with child safeguarding requirements;
- fail to comply with working with children checks, child protection reporting obligations or recruitment/screening requirements;
- use offensive, threatening, violent, unsafe or disorderly behaviour;
- engage in public violence, domestic violence or conduct that creates a risk to the safety of another person;
- engage in drunk and disorderly behaviour at, in or around an Activity or venue;
- possess, use, supply or be under the influence of illegal drugs at, in or around an Activity or venue;
- fail to comply with anti-doping requirements, including requirements relating to prohibited substances, medications, injections, supplements or testing;
- manipulate, attempt to manipulate, or improperly influence the result, progress, conduct or outcome of a Sambo Activity;
- bet on, facilitate betting on, or improperly disclose inside information relating to a Sambo Activity where prohibited by applicable Policy;
- make improper use of information obtained through their position, membership, appointment or involvement in Sambo to gain an advantage for themselves or another person or to cause detriment to another person or organisation;
- disclose confidential information without proper authority;
- misuse social media or public communications in a way that is abusive, misleading, discriminatory, threatening, harmful or damaging to the reputation of Sambo;
- fail to comply with reasonable directions of SAMBO Federation of Australia, a Relevant Organisation, officials or authorised event representatives;
- disrupt or interfere with officials, staff, volunteers or representatives performing their duties;
- behave in a way that creates a public nuisance or disturbance at, in or around a venue where an Activity is taking place;
- breach venue conditions, event entry conditions or ticketing conditions;
- fail to disclose a conflict of interest when required;
- retaliate against, victimise or disadvantage a person who makes a complaint, reports misconduct or participates in an investigation;
- knowingly make a false, malicious or vexatious complaint;
- fail to cooperate with a disciplinary, complaints, disputes, safeguarding or integrity process; or
- breach any other applicable Policy of SAMBO Federation of Australia.

6. Social Media and Public Comment

6.1 Relevant Persons and Relevant Organisations must use social media and public communication responsibly when referring to Sambo, SAMBO Federation of Australia, a Relevant Organisation, an Activity or another Relevant Person.

6.2 Public comments must not:

- be abusive, discriminatory, threatening, misleading or defamatory;
- disclose confidential or personal information without authority;
- undermine officials, disciplinary processes or competition integrity;
- bring Sambo, SAMBO Federation of Australia or a Relevant Organisation into disrepute; or
- breach this Code or any applicable Policy.

7. Conflicts of Interest

7.1 Relevant Persons must avoid actual, potential and perceived conflicts of interest where possible.

7.2 Where a conflict arises, the Relevant Person must disclose it promptly to SAMBO Federation of Australia or

the relevant decision-making body.

7.3 A person with a conflict of interest must not participate in discussion, decision-making or voting on the relevant matter unless authorised to do so in accordance with applicable governance requirements.

8. Confidentiality and Privacy

8.1 Relevant Persons and Relevant Organisations must protect confidential information obtained through Sambo activities, governance, membership, selection, disciplinary processes or other organisational involvement.

8.2 Personal information must be handled in accordance with applicable privacy laws and SAMBO Federation of Australia policies.

8.3 Confidential information must not be used for personal gain or to disadvantage another person or organisation.

9. Complaints, Disputes and Discipline

9.1 Any alleged breach of this Code may be dealt with under the Complaints, Disputes and Discipline Policy, National Integrity Framework policy, Member Protection Policy, Safeguarding Children and Young People Policy, anti-doping policy or any other applicable Policy.

9.2 SAMBO Federation of Australia may refer a matter to Sport Integrity Australia, the National Sports Tribunal, law enforcement, child protection authorities, a tribunal, disciplinary panel or another appropriate body where required or appropriate.

9.3 Sanctions for breach of this Code may include, without limitation:

- warning or reprimand;
- education or training requirement;
- apology or corrective action;
- suspension;
- removal from an Activity;
- cancellation of membership, registration, appointment or accreditation;
- ineligibility for selection, appointment or nomination;
- financial penalty where permitted by Policy;
- referral to another authority; or
- any other sanction permitted under applicable Policy.

10. Review and Amendment

10.1 This Code must be reviewed periodically by the Board.

10.2 The Board may amend this Code from time to time.

10.3 SAMBO Federation of Australia must communicate material changes to Members and other relevant stakeholders.

11. Acknowledgement

Each Director, officer, employee, contractor, coach, official, volunteer and other person required by SAMBO Federation of Australia may be required to acknowledge that they have read, understood and agree to comply with this Code.

Kind regards,
Savely Timofeev
Chair (President of Federation)