



## **Overview of Risk Management, Safety Issues, and Codes of Conduct at Snow Australia NSW/ACT/QLD/SA Interschools Events – 2024** v2\_07.03.24

This document overviews the policies and required documentation for NSW, ACT, QLD, SA and Australian (when held in NSW) Interschools Snowsport Events, which govern the on-mountain and other operations of Snow Australia Interschools.

### **Snow Australia Interschools Risk and Safety Management:**

Snow Australia Interschools actively reviews and provides guidance in Risk Management requirements and Work, Health and Safety compliance as determined by the NSW, ACT, QLD, SA Departments of Education, and the Independent School Systems. Event Safety is managed by the Snow Australia NSW/ACT/QLD/SA Interschools Committee, and draws upon the Risk Management experience, expertise, and links to the:

- Peak National Sporting Organisation – Snow Australia.
- Snowsports Resorts – Perisher, Thredbo, Falls Creek and Mt Buller.
- Snowsports Related Organisations, including the Australian Ski Patrol, and Snowsafe.
- Snow Australia NSW/ACT/QLD/SA Interschools Committee Members with specific WHS responsibilities and experience. This includes:
  - Steve Cooper – Snow Australia Board Member / Retired Senior Executive – NSW Department Education
  - Donna Baker - Head of Sport at Loreto Kirribilli (Independent School System)
  - Steve Nelson – Snow Australia Participation & Development Manager
  - Rebecca Clark - Snow Australia Community Engagement Manager
  - Wendy Olsen – Snow Australia National Events Manager

### ***For further details and copies of:***

- Snow Australia Interschools Event Discipline Risk Registers
- School Responsibilities – specific School Coordinator information – Interschools Handbook Chapter 3
- Risk Management Policies of the Resorts – Perisher, Thredbo, Falls Creek, Mt. Buller
- Risk Management Policies of the National Sporting Organisation – Snow Australia.
- Snowsports Safety Guides in Alpine Areas – Ski Patrol and Snowsafe,

***please refer to the Snow Australia Interschools Website*** [www.interschools.com.au](http://www.interschools.com.au)

*Go to the NSW/ACT/QLD/SA Tab and select Policies & Important Documents*

*> Interschools Handbook*

*> Risk Management Interschools Policy*

**Each School Education system also has its own Risk Management requirements. Please refer to the specific policies involved, including:**

- Excursion Policy Implementation
- Sport and Physical Activities
- Snowsports Requirement
- Supervision Requirements
- Child Protection

**Snow Australia has its own Risk Management Policies**, located in the 'About' Tab, under Policies & Important Documents or 'Info Hub' Tab at [www.snow.org.au](http://www.snow.org.au) These include:

- National Integrity Framework including;
  - Safeguarding Children and Young People Policy
  - Member Protection Policy
  - Complaints, Disputes and Discipline Policy
  - Anti-Doping
  - Code of Conduct
- Selection Appeal and National Sports Tribunal
- Website Privacy Policy
- Gender Diversity Policy for inclusion in community snowsports
- Social Media Policy
- Snow Safety
- Concussion Management / Helmet Rules

#### **Waivers - Competitor & Volunteer Course Officials:**

The Competitor (Event Participant) and Course Officials (Event Volunteer) online waiver can be found on the Snow Australia NSW/ACT/QLD/SA Interschools website, and must be completed before a competitor or volunteer course official enters an Interschools Event course (on-snow). This online waiver must be completed by a parent / guardian if the competitor is Under 18 years of age. It is the responsibility of the school coordinator to ensure that all waivers are completed by their competitors and their volunteer course officials.

The waiver documents have been developed by [NSW Resorts Vail Australia and NSW Resorts](#), and form part of our contractual arrangement with them. These documents have been a participation requirement since the year 2002, and are used for all competitions organised at the resorts, and other programs run by the resorts. As part of our risk management policy, and in line with required school procedures across all education sectors, they are stored for possible future reference for up to 7 years after a student leaves school.

***Please refer to the Interschools Handbook – Chapter 5 – Waivers, for further details.***

#### **Tax Invoice / Confirmation of School Attendance:**

School Principals are invited to sign the bottom of the Tax Invoice which can be found on the "Invoice" page in the Online Entry System, once entries are complete. School Principals and/or Parent Coordinators have 3 options in respect to confirming that the entered participants attend the one education facility. **The signed tax invoice** is returned to Snow Australia Interschools.

***Please refer to the Interschools Handbook – Chapter 3 - School Responsibilities, for further details.***

#### **Snow Australia Interschools Risk Management Policy:**

The policy currently covers 10 areas of our operation, and follows on pages 4 to 12:

- 1.) Personal Planning & Accountability
- 2.) Financial Planning
- 3.) Policy Preparation & Codes of Behaviour
- 4.) Peak Body Liaison
- 5.) Strategic Planning

- 6.) Compliance - Risk Management, Conflict Management, Legal Liabilities
- 7.) Event Management
- 8.) Public Relations & Communications
- 9.) Marketing & Growth Planning
- 10.) Training, Education & Mentoring.

#### **Snow Australia Interschools Event Contracts:**

Interschools signs contracts with the Resorts which govern all aspects of the events. This includes (amongst additional sections):

- 1.) Resort obligations
- 2.) Conduct of the Event
- 3.) Insurance Coverage
- 4.) Event Staff Requirements
- 5.) Security
- 6.) Use of Event Staging Areas

The required waivers form Annexure A & B of our contractual arrangement.

#### **Event Insurance:**

Insurance for all events (as per nearly all snowsports based events in Australia - from club races through to World Cup Events) is provided through Snow Australia. The policy includes a \$20 million Public Liability coverage, and if anything were to happen as a result of negligence in the conduct of the Snow Australia Interschools Event/s, then the policy would respond.

#### **Child Protection:**

We enforce the requirements of the Act across our organisation and events, with our employees undergoing Working With Children Checks (WWCC), and all Snow Australia Employees must have also completed the Sport Integrity Australia Safeguarding Children and Young People in Sport Induction.

#### **Course Officials Training:**

Snow Australia Interschools has developed a recommended Online Course Officials Training Course available through the Snow Academy. Volunteers will need to become members of Snow Australia, selecting the 'free volunteer membership option' to complete the course which can be accessed when logged into the [Snow Australia website](#).

#### **On-Course Safety:**

The responsibility for the design of all racecourses sits with the Resorts' own Technical Delegates, with the input of experienced Technical Assistants. It is part of our contractual arrangements with the resorts that they develop and provide safe racecourses.

The Chief of Course inspects courses prior to competitor course inspections and assess whether the course is suitable to the standard & age of the competitors.

Snow Australia Interschools have introduced extensive Public Address systems at the main courses and have increased the number of on-course radios for officials, to improve communication & hasten action in case of any incidents. Helmets are compulsory for all participants and volunteers across all events other than Cross-Country. Appropriate ski or board clothing must be worn, with no exposed flesh allowed due to safety reasons.

#### **Accidents:**

We have on-course arrangements with the Resorts' Ski Patrol, and the Volunteer Ski Patrol. ALL accidents that require Ski Patrol assistance are fully documented by the Ski Patrol. If / where necessary, Interschools duplicates this with a race referee report. All records are kept and archived for future possible reference.

Accidents are rare, and relatively minor in nature. There has never (to the best of our knowledge), been an incident which has led to a claim on our insurance. We have always stated that the best insurance for anyone who participates in snowsports at any level is Personal Private Medical Cover, closely followed by the Nationwide Medicare System - it is the envy of any overseas visitor.

**We hope that the above and following information assists school coordinators with any issues raised by school communities.**

## **Snow Australia NSW, ACT, QLD, SA Interschools Risk Management Policy**

### **Section 1 - Personnel Planning and Accountability**

### **Section 2 - Financial Planning**

### **Section 3 - Policy Preparation and Codes of Behaviour / Conduct.**

### **Section 4 - Peak Body Liaison**

### **Section 5 - Strategic Planning**

### **Section 6 - Compliance - Risk Management, Conflict Management, Legal Liabilities**

### **Section 7 - Event Management**

### **Section 8 - Public Relations and Communications**

### **Section 9 - Marketing and Growth Planning**

### **Section 10 - Training, Education and Mentoring**

### **Section 11 - Code of Conduct**

### **Section 1. - Personnel Planning and Accountability**

- The Snow Australia NSW/ACT/QLD/SA (NTH) Interschools Snowsport Advisory Group (NISAG) operates as the Event Management Group. The committee reports regularly to the Snow Australia National Interschools & Sports Development Committee (NISDC), and the Snow Australia Regional Management Committee (RMC).
- The Snow Australia NSW/ACT/QLD/SA (NTH) Interschools Snowsport Advisory Group (NISAG), comprises at least six teacher members who represent the three NSW education systems – Government / Independent / Catholic, and at least one additional representative from the ACT, QLD and SA. The Committee also includes at least one Snowsports community member. All members have designated portfolio responsibilities either in a sole or dual management capacity.
- Committee membership is via nomination and selection, addressing issues of equity, gender, skills, abilities and corporate requirements.
- The Snow Australia NSW/ACT/QLD/SA (NTH) Interschools Snowsport Advisory Group (NISAG) access electronic communication to ensure that all committee members have access to the critical management aspects of all portfolio responsibilities. Various members work in a dual capacity or shadow the work of others in a mentor-style relationship to build knowledge and ensure continuity of practice.
- The committee holds two major meetings per year and other portfolio meetings when required, to set targets and deadlines, check action items and implementation processes, and maintain practices.

### **Section 2. - Financial Planning**

- The Snow Australia NSW/ACT/QLD/SA (NTH) Interschools Snowsport Advisory Group (NISAG), develops an Annual Budget, which is integral to the Snow Australia RMC Operations Budget, and monitors that document at monthly or at-need intervals.

- The Snow Australia NISAG Administration/Financial Manager and Chairperson monitor and identify key financial risks and ensure financial accountability through regular reports to other committee members and the Snow Australia Board.
- The Snow Australia NISAG has an objective to maintain and/or increase income through new and/or improved operations and sponsorship arrangements, to enable event growth, event improvement and improved athlete development programs.

### **Section 3. – Policy Preparation and Codes of Behaviour / Conduct (also see Section 11).**

- Snow Australia NISAG members have identified their areas of personal and professional interest, and have recorded that in the Snow Australia register, to avoid or notify conflict of interest situations.
- The Snow Australia NISAG operates within the requirements of a range of policy documents which are constantly updated and placed on the Interschools website, in the NSW/ACT/QLD/SA Information section. These include: Event Handbook / Parent Handbook / Rules of the Event / Risk Management.
- All Snow Australia NISAG, as members of, or representatives of either the Government, Catholic or Private school systems, act within the Codes of Behaviour policies and requirements of their individual systems. This area is also covered within the Interschools Rules of Racing, and breaches of these rules may lead to exclusion from the competition/s for individuals, teams, parents, and schools.
- Emergency / Accident Procedures and Registration is covered within a range of policy documents at the school level including the NSW/ACT/QLD/SA Dept. Education, NSW/ACT/QLD/SA Catholic Education Office, NSW/ACT/QLD/SA Independent Schools, and separate school policy documents on “Guidelines for the Safe Conduct of Sport and Physical Activity in Schools”. This includes risk management, accident report procedures and parent permission procedures.
- At Resort level, the event is operated as per the agreement between the “Organiser” and the “Event Host”, and includes signed agreements; agreed statements of organisation, and event/ volunteer participant waivers. This includes safety, and accident and emergency procedures, which utilise resort staff personnel and other volunteer organisations such as the Australian Ski Patrol.

### **Section 4 – Peak Body Liaison**

- The Snow Australia NISAG reports regularly to the Snow Australia Regional Management Board (RMC), and on a day-to-day basis with Snow Australia management on matters pertaining to, or arising from Peak Body Liaison, including budget matters linked to sponsorship development and/or agreement.
- The Snow Australia NISAG, and the Victorian Interschools Advisory Group (VISAG) meet regularly on National matters, and report to the National Interschools and Sport Development Committee (NISDC), which reports to the Snow Australia CEO and Snow Australia Board.

### **Section 5 – Strategic Planning**

- The Snow Australia NISAG continues to develop improved management and operations practises through a comprehensive approach that considers:
  - o the strategic direction of the sport and junior athlete development.
  - o the development of sponsorship opportunities and the marketing of these.
  - o the survey of stakeholders on a range of issues including regions, dates, committee operations.
  - o the ongoing refinement of all I.T. practices, including on-line entries and results, website development and specific committee and school’s communication processes.

- ongoing review of School, Interschools, Association, Business and Corporate plans, to identify priorities and action items in a sequential and interrelated manner.

## **Section 6 - Compliance - Risk Management, Conflict Management, Legal Liabilities**

- The Snow Australia NISAG operates within the requirements of its' Risk Management Policy – 2024.
- The Committee is adaptive to change, and well placed to address all issues as they arise through the breadth of personal and professional experience and skills that the committee members possess. In turn, for issues outside the capabilities or responsibility of the committee, the matters are referred to the RMC and/or Snow Australia Management for professional, legal, or other advice. Risk assessment is carried out in an ongoing manner, with matters identified and noted for action – by whom and when.
- Snow Australia NTH Interschools operations include published event requirements of athletes, officials, team managers and coaches. In addition, athletes / parents & managers are required to operate under the published restrictions of their respective school systems, including O.H & S requirements, and drug policies which exclude all drug taking including consumption of alcohol and tobacco at/during events.
- Snow Australia NTH Interschools operate within the requirements of the Child Protection Policies of the respective school systems, together with the Snow Australia Child Safe Policy within its Member Protection Policy.
- Snow Australia NTH Interschools obtain quotes where identified for medium to major expenditure items, and archives all records as required.
- Snow Australia NTH Interschools registers and records all sponsorship arrangements.
- All aspects of Snow Australia NTH Interschools operations are insured through Snow Australia's General Liability Policy, which covers all Interschools Athletes in Australia. The PL Insurance Level is \$20million, which is determined by the Resorts.
- Any staff employment is done so through the operations of Snow Australia. Outsourcing of some areas, such as I.T. support, is co-ordinated by the Snow Australia NTH Interschools Management Committee.
- Snow Australia NTH Interschools employs additional services to support the events such as public address suppliers, officials' lunches, interim mogul judges, etc. This is done on a contract-for-services basis.
- Snow Australia NISAG members are reimbursed for receipted expenses only. Committee members are allocated office support equipment on a needs basis, which can include access to laptop computers and other IT support systems.

## **Section 7 - Event Management**

The Snow Australia NTH Interschools Events operate within the following operational procedures, policies, and strategies:

- Athletes, Coaches, Managers, Parents and Committee members follow the "Guidelines for Safe Conduct of Sport and Physical Activity in Schools" document within their various school systems.
- All (Athletes, Coaches, Managers, Parents, Committee members) compete, officiate, view, or manage within the respective liability agreements and waivers of the Snow Resorts and /or Snow Australia Interschools.

- All Officials are recommended to complete a Snow Australia Interschools Online Course Officials Training Course available through the Snow Academy. All officials receive a course briefing on-course prior to commencement to each event. All officials receive a manual of operation at their request.
- All courses are set by the resorts within the agreement of safe course obligations.
- The Chief of Course is responsible for ensuring the course is safe and appropriate, through his or her race department designate.
- All courses have a jury consisting of the Chief of Course (Resort), the Chief of Competition (Interschools), and either the Start or Finish Referee.
- Competitors are advised of risks, course conditions and requirements, and preparation/ expectations through a range of pre-event and on-site communication to athletes, parents, schools and managers. Helmets are compulsory for all events, other than X/C. All helmets must be Snowsports safety approved. All competitors must wear appropriate ski or board clothing – no exposed flesh is allowed due to safety reasons, and the Chief of Competition has the authority to disqualify competitors for non-compliance with this rule.
- All courses have between 6 to 10 volunteer course officials who maintain and report on safety issues as they arise. Communication is maintained by up to 4 to 6 radios allocated per course, with direct links to the T.D, Events manager, Home Base manager, PA announcer and NISAG Chairperson and/or his/her designate. Resort Race Department maintain direct link and responsibility for Ski Patrol assistance where/when required. Courses are stopped, closed and/or abandoned where necessary due to accidents, weather deterioration, or unsafe conditions.
- It is the Chief of Course and/or Interschools Event Manager responsibility to submit an accident report for major injuries of competitors. Snow Australia NTH Interschools have designed a form for this purpose. Any accident, which involves Ski Patrol assistance, also requires documentation from the Ski Patrol. These records are kept and archived for future reference by the Ski Patrol.
- All course paperwork, including gate reports, accidents reports, etc are archived for seven years post-event, and to be located at the Snow Australia NTH Interschools Snowsports storage facilities, or appropriate storage as noted in Snow Australia NTH Interschools records.

## **Section 8 - Public Relations and Communications**

- The Snow Australia NTH Interschools website, [www.interschools.com.au](http://www.interschools.com.au) together with the direct email links to School Coordinators, Team Managers and friends of Interschools, are collectively the major areas of communication with all Participants.
- On-snow PR has been given a designated committee responsibility position. Schools are encouraged to sign up to event WhatsApp groups or like the Interschools Facebook page to receive up-to-date on-snow event information.
- The Snow Australia NISAG operates in a transparent and non-hierarchical communication mode, maximising the effectiveness of electronic communication at all levels of operation. This minimises problems and reduces incidents, conflicts and complaints through the inclusive exposure of all matters to all committee members.

## **Section 9 - Marketing and Growth Planning**

- Snow Australia NTH Interschools actively refines, in an on-going process, its sponsorship and marketing endeavours in collaboration with the stakeholders and Snow Australia.
- Accountability issues are communicated to the stakeholders in electronic and mailed format.
- Sponsorship, marketing, and growth are direct responsibilities of the Snow Australia NTH Interschools Executive Group.
- Snow Australia NTH Interschools adheres to a Snow Australia privacy policy regarding participant, schools coordinator and school information.

## **Section 10 - Training, Education and Mentoring**

- This section has been mostly covered by aspects of section 1.
- In addition, the Snow Australia NISAG will actively develop, support, and encourage a range of opportunities for parents and community members to attend both accredited seminars and non-accredited briefings on the role of volunteer officials. A register of volunteers is being developed, with electronic linkage to facilitate improved communication with all volunteers and event requirements.
- Snow Australia NTH Interschools adheres to the Snow Australia and Sport Integrity Australia Education Plan which recommends education interventions for staff, committee members and volunteers.

## **Section 11 - Code of Conduct from 'AUSSIE SPORT - Codes of Behaviour' by the Australian Sports Commission, The Australian Schools' Sports Council - 'Fair Play in School Sport', and 'Character Counts' from The Josephson Institute of Ethics.**

This **Code of Conduct** has been developed to help everyone involved in Snow Australia NTH Interschools events and programs to promote fair competition and appropriate behaviour. There are codes of conduct for competitors, parents & spectators, school snowsports coordinators, teachers, team managers, coaches, administrators, officials and the media.

By participating in Snow Australia NTH Interschools events and programs, it is understood those involved accept responsibility for complying with the Alpine Responsibility Code and the Snow Australia NTH Interschools Code of Conduct detailed below. Participants also agree to accept the consequences of any breach of these codes. These may include, depending on the nature and severity of the breach:

- Disqualification from an event of an individual, team or school.
- Loss of competition points.
- Rejection of future entries of an individual, team or school.
- Confiscation of lift passes

The Alpine Responsibility Code and Snow Australia NTH Interschools Code of Conduct will be made available to all those involved in Snow Australia NTH Interschools events.



## **Competitors' Code of Conduct**

- Remember that participation in sports is a privilege, not a right, and that you are expected to represent your school, coach and teammates with honour and dignity always.
- Respect all the support people involved with Interschools events that enable the competition to occur. These include, but are not limited to, mountain, shop, and accommodation staff.
- Participate and compete by the rules of the event.
- If you disagree with an official, have your snow sports coordinator approach the appropriate official and pursue an acceptable form of dispute resolution.
- Control your behaviour on and off the slopes. Verbal abuse of officials, sledging or intimidating other competitors, deliberately distracting, or provoking an opponent are not acceptable or permitted behaviour at any event.
- Value and respect honest effort. Work equally hard for yourself and/or your school team. Your team's performance will benefit, and so will you.
- Be a good sport. Applaud all good performances, regardless of which school they represent.
- Treat all competitors as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your school, coach, team manager, teammates, opponents, and officials. Without them there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents, coaches, and teachers.
- Respect the rights, dignity and worth of all competitors regardless of their gender, ability, cultural background, or religion.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place. Your safety and those around you are at stake. Observe the Alpine Responsibility Code.

## **Parents' Code of Conduct**

- Remember that children compete in sport for their enjoyment, not yours.
- Encourage children to compete, do not coerce them.
- Provide positive focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to compete according to the rules. If you disagree with an official, have your snow sports coordinator approach the official and pursue an acceptable form of dispute resolution.
- Remember that competitors learn best by example. Appreciate good performances and skills shown by all competitors.
- Support all efforts to remove verbal and physical abuse.
- Respect the official's decisions and teach competitors to do likewise.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background, or religion.
- Show appreciation and be courteous to snow sports coordinators, coaches, officials, team managers and administrators. Without them, your child could not participate.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop, and accommodation staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you are at stake. Observe the Alpine Responsibility Code.
- Do not interfere with the conduct of any events.
- Smoking near competitors and competition courses is not acceptable.

## **School Snowsports Coordinators' & Teachers' Code of Conduct**

- Attend or send a representative to any pre-competition briefing for Interschools events where possible and practical.
- Encourage and give opportunities to competitors so that they may participate and compete in a variety of snow sports.
- Create opportunities to teach appropriate snow sports behaviour and attitudes as well as basic skills.
- Give priority to participation, enjoyment, and skill learning, especially for early primary school children.
- Provide opportunities for quality supervision and instruction for competitors.
- Prepare young people for the Interschools competition by teaching them basic skills, the rules of the competition, sportsmanship, and the values of competition.
- Make competitors aware of the positive benefits of participation in snow sport activities and being part of a school sporting team.
- Teach your competitors to be friendly and courteous towards officials and opponents.
- Help competitors understand the differences between the junior competitions in which they participate and elite snow sports.
- Help competitors understand that competing by the rules is their responsibility.
- Remove from competitions, racecourses, and/or programs any competitor whose behaviour is not acceptable.
- Provide competitors with opportunities to participate in administration, coaching and refereeing of events, training and school teams as well as playing.
- Keep up to date with coaching practices and the principles of physical growth and development. Read and use the latest coaching and teaching resources for junior sport.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background, or religion.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop, and accommodation staff.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place. Your safety and those around you are at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and competition courses is not acceptable.

## **Coaches' Code of Conduct**

- Remember that competitors participate for pleasure and that winning is only part of the fun.
- Create opportunities to teach appropriate snow sports behaviour and attitudes as well as basic skills.
- Never ridicule or yell at a competitor for making a mistake or not coming first.
- Be reasonable in your demands on competitor's time, energy, and enthusiasm.
- Operate within the rules and spirit of Interschools Snowsport and teach your competitors to do the same.
- Ensure that the time competitors spend with you is a positive experience. All competitors are deserving of equal attention and opportunities.
- Avoid overplaying the talented competitors, the 'just average' need and deserve equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all competitors.
- Display control, respect, and professionalism to all involved with snowsports. This includes opponents, coaches, officials, administrators, mountain staff, the media, parents, and spectators. Encourage your competitors to do the same.
- Remember that competitors learn best by example. Show appreciation for good performances and skills shown by all competitors.
- Help competitors understand that competing by the rules is their responsibility.
- Remove from competition, courses, or programs any competitor whose behaviour is not acceptable.

- Show appropriate concern and caution toward sick and injured competitors. Follow the advice of a physician when determining whether an injured competitor is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of competitors.
- Do not interfere with the conduct of any events.
- If you feel there is an issue to dispute, have your team snow sports coordinator approach the appropriate official and pursue an acceptable resolution.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background, and religion.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place.
- Your safety and those around you are at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and competition courses is not acceptable.

### **Administrators' Code of Conduct**

- Give all competitors equal opportunities to participate.
- Ensure that rules, equipment, competition courses and training schedules are modified to suit the age, ability, and maturity level of competitors.
- Remember that competitors participate for their enjoyment and benefit. Do not over emphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development and help improve the standards of coaching and officiating.
- Ensure that everyone involved in Interschools Snowsport emphasises fair play, and not winning at all costs.
- Be consistent, courteous, and helpful towards all competitors.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Use common sense to ensure that overcalling violations does not lose the 'spirit of the competition' for competitors.
- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing competitors in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background, or religion.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop, and accommodation staff.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place.
- Your safety and those around you are at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and competition courses is not acceptable.

### **Officials' Code of Conduct**

- Attend or send a representative to any pre-competition briefing for Interschools events where possible and practical.
- Compliment and encourage all competitors.
- Remember that competitors participate for their enjoyment and benefit.
- Be consistent, objective, and courteous when making decisions towards all competitors.
- Promote respect for all competitors and sporting behaviour.
- Help competitors understand that competing by the rules is their responsibility.
- Emphasise the spirit of the game rather than the errors.
- Be a good sport yourself. Actions speak louder than words. Your behaviour and comments should be positive and supportive.
- Place the safety and welfare of the competitors above all else.
- Give competitors a 'fair go' regardless of their gender, ability, cultural background or religion.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop, and accommodation staff.

- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place.
- Your safety and those around you are at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and competition courses is not acceptable.

### **Team Managers' Code of Conduct**

- Attend or send a representative to any pre-competition briefing for Interschools events where possible and practical.
- Provide quality supervision and instructions for a small group of competitors.
- Ensure that your team understands and follows the rules and procedures of Interschools events.
- Ensure your team understands that competing by the rules is their responsibility.
- Ensure your team is at the competition course in plenty of time to complete course inspection and hear relevant instructions from officials.
- Make your team aware of the positive benefits of participation in snow sport activities and being part of a school sporting team.
- Ensure that you and your team are friendly and courteous towards officials, opponents, and mountain staff.
- If you disagree with an official, have your snow sports coordinator approach an appropriate official who will pursue an acceptable resolution.
- Help your team understand the differences between the junior competitions in which they participate and elite snow sports.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background, or religion.
- Smoking near competitors and competition courses is not acceptable.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place.
- Your safety and those around you are at stake. Observe the Alpine Responsibility Code.

### **Spectators' Code of Conduct**

- Remember that competitors participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all competitors on their performance regardless of the outcome.
- Respect the decisions of officials and encourage competitors to do the same.
- Positive comments will be motivational for all competitors.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials, or competitors.
- Show respect for your team's opponents. Without them there would be no competition.
- Encourage competitors to follow the rules and the official's decisions.
- Do not use unacceptable language, sledge, or harass competitors, snow sports coordinators, teachers, team managers, coaches, or officials.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of all competitors regardless of their gender, ability, cultural background, or religion.
- Smoking near competitors and competition courses is not acceptable.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place.
- Your safety and those around you are at stake. Observe the Alpine Responsibility Code.

### **Media Code of Conduct**

- Provide coverage of children's sport as well as reporting adult sport.
- Place the safety and welfare of the competitors above all else.

- Be aware of the differences between adult sport, professional sport and modified sports programs for young people.
- Do not highlight isolated incidents of inappropriate sporting behaviour.
- Focus upon a competitor's fair play and honest effort.
- Do not place unfair expectations on competitors. They are not miniature professionals.
- Focus on the abilities and not the disabilities of competitors.
- Avoid reinforcing stereotypical views on the involvement of boys/girls in particular sports.
- Give equal time and space to reporting boys' and girls' sports.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every competitor regardless of their gender, ability, cultural background or religion.
- Smoking near competitors and competition courses is not acceptable.
- Respect all the support people involved with Interschools events that enable the event to occur. These include, but are not limited to, mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that Resorts have put in place. Your safety and those around you are at stake. Observe the Alpine Responsibility Code.



**Steve Cooper**

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**Athletes / Pathways / Performance**