VICTORIAN TEACHERS' GAMES CODE OF CONDUCT POLICY

RATIONALE

The aim of this policy is to provide appropriate behaviour and conduct standards for all participants, conveners, volunteers, sponsors, spectators, staff and any other person who are involved in the Victorian Teachers' Games (VTG).

This policy sets out the process and consequences of any breach of this policy. This policy is established to ensure the highest possible standard of behaviour occurs during the event for all those involved.

This policy is to be read in conjunction with other relevant VTG policies, School Sport Victoria and Department of Education policies.

1. RESPONSIBLE PARTIES & APPLICATION

i. This policy applies to all participants, conveners, volunteers, sponsors, spectators, staff and any other person who are involved in the VTG.
ii. This policy applies to any person in connection with the games including but not limited to the organised activities of the Games, all social functions and any other associated activities.

2. BREACHES OF BEHAVIOUR

Any person, who in the opinion of School Sport Victoria, is involved in any behaviour it considers breaches any policy, rule, regulation or decision of the Victorian Teachers' Games, School Sport Victoria or Department of Education, which includes but is not limited to:

i. Consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations
ii. Being intoxicated at any event venue or official/unofficial social functions
iii. Using any illegal drug during the event
iv. Have refused or neglected to comply with the Rules & Regulations of the VTG or specific events, or a reasonable direction of an event official.
v. Engaging in bullying, sexual harassment, racial vilification or discriminatory behaviour towards any person, whether they are a participant in the VTG or not.

vi. Engaging in threatening or violent behaviour (e.g. aggressive behaviour causing physical or emotional harm to others – such as verbal abuse, physical abuse and/or damage to personal property.)
vii. Acting in an unlawful manner or engaging in conduct bringing the VTG event, or the events within it, into disrepute.
viii. Engaging in any behaviour listed above or otherwise placing VTG participants, volunteers, staff and/or members of the local community at risk of personal injury, harm or impact on the individual's health and wellbeing, or
ix. Conducts themselves in a way that brings the Victorian Teachers' Games, School Sport Victoria, their School, their employer or the Department of Education into disrepute.

shall be subject to the process and any sanctions provided for in this policy.

Process

Any person can submit information for consideration in relating to any breaches of this Code of Conduct Policy to the VTG Organiser via email.

Information received by School Sport Victoria that requires further action will be considered by the Victorian Teachers' Games Leadership team. The Leadership Team have authority to implement conditions on any participants role, to ban any person from the Games venues, any other action the Leadership Team deems appropriate, to issue a warning, to report the matter to police or to take no further action.

3. DISCIPLINARY COMMITTEE

A Disciplinary Committee may be formed where there is an appeal of any decision made by the VTG Leadership Team. If the VTG Disciplinary Committee (as identified in VTG's Crisis Management Plan) receives a written notification of an incident any member considers to be in breach of this policy, the committee will:

i. Assemble the committee and investigate the information as soon as reasonably practicable;
ii. Hold a hearing as outlined in Section 4, including the invitation for the personnel and/or witnesses involved in the behaviour policy breach to attend in person or via telephone in order to respond to the claims made and/or provide any relevant information. The person(s) in question may request that a support person attend the hearing.

4. PROCEDURE

In the event of an alleged Code of Conduct Policy breach, upon the steps in Section 3: Disciplinary Committee being satisfied, VTG will:

i. Give written notice to the person allegedly in breach of this behaviour policy stating:
   a) The nature and details of the alleged breach,
   b) The date, time and place for a hearing,
   c) The person's right to representation,
   d) The composition of the appointed committee,
   e) A copy of this Policy.

ii. Where a hearing is established, the VTG Disciplinary Committee will make a determination as it considers fit, including:
   a) Deciding whether the person allegedly in breach of the Code of Conduct policy has breached the Code of Conduct policy, as alleged in Section 2
   b) Considering any response and additional information provided by the person.
   c) And if so, what sanction, if any, is appropriate to apply taking into account all of the relevant circumstances.
   d) Shall give its decision as soon as reasonably practicable after the completion of the hearing and formalise its decision in writing to both the alleged offending person and a representative of the organisation they are in attendance with/affiliated to (e.g. school principal).

5. APPLICABLE PENALTIES

If the VTG Disciplinary Committee is satisfied the person did breach this policy, it may impose any one or more of the following penalties:

i. Uphold the decision of the Leadership Team.
ii. Reprimand the person.
iii. Suspend the person from the next event in which they are due to compete.
iv. Suspend the person from competing in the event for one or more days of the event.
v. Suspend the person from competing in the event for the balance of the entire event.
vi. Suspend the person from future VTG events.
vii. Withdraw any or all awards, placings and records obtained by the person or person's team, during the event.
viii. Ban the person from being involved in the event in any form whatsoever including being present at event venues, and official functions of the event.
ix. Refer the matter to the person's employer whether that be a school, the department, a sponsor/partner of the VTG and/or a sporting governing body with a recommendation a penalty or additional penalties be imposed by it.

x. Any other penalty the appointed committee deems appropriate considering the circumstances.

In addition, the person may be disciplined by the school/organisation which they represent, and/or be prosecuted by the Police.

6. RELEVANT POLICIES

- VTG Rules and Regulations Policy
- VTG Terms & Conditions and Eligibility Policy

IMPLEMENTATION

1. This policy reflects current practice.
2. This policy is the responsibility of the VTG Organising Committee.

ENDORSEMENT

This policy was endorsed by the Chief Executive Officer of School Sport Victoria in May 2026.

REVIEW

This policy is to be reviewed annually.