

# Behaviour Policy



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## RATIONALE

The aim of this policy is to provide appropriate behaviour expectations for all personnel who are involved in the Victorian Teachers' Games (VTG), taking place in Latrobe City from Sunday 17 September to Wednesday 20 September 2023.

This behaviour policy sets out the types of behaviour which will not be acceptable during the VTG and the consequences for such behaviour occurring. This policy is established to ensure the highest possible standard of behaviour occurs during the event, where it should be noted the majority of participants attend as a member of the teaching fraternity and represent their school.

The behaviour policy works in conjunction with relevant VTG policies, where this policy may be applied in addition to any other disciplinary requirements of the individual event, venue, club/association or governing body.

## RESPONSIBLE PARTIES & APPLICATION

- a. This policy applies to all participants, conveners, volunteers, sponsors, spectators, and staff of the VTG.
- b. The behaviour policy applies from the commencement of all organised activities to the conclusion of all organised activities including all games and competitions in the event, and social functions of, or associated with, the event.

## BREACHES OF BEHAVIOUR

Any person who does, or is involved in, any of the following types of behaviour shall be in breach of the VTG Behaviour Policy:-

- a. Consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations
- b. Being intoxicated at any event venue or official/unofficial social functions
- c. Using any illegal drug during the event
- d. Have refused or neglected to comply with the Rules & Regulations of the VTG or specific events, or a reasonable direction of an event official.
- e. Engaging in bullying, sexual harassment, racial vilification or discriminatory behaviour towards any person, whether they are a participant in the VTG or not.
- f. 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.)
- g. Acting in an unlawful manner or engaging in conduct bringing the VTG event, or the events within it, into disrepute.
- h. 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.



Any alleged breaches of this behaviour policy at the event should be submitted in writing to the Organiser by affected persons and/or witnesses as soon as possible of the alleged incident or breach of behaviour.

### DISCIPLINARY COMMITTEE

A Disciplinary Committee for the VTG is established prior to the beginning of the event. 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: -

- a. Assemble the committee and investigate the information as soon as reasonably practicable
- b. Contact emergency services – including police – if warranted and not already engaged
- c. Undertake the departments incident response process, including referring relevant incidents to the department – if warranted
- d. If necessary, refer the matter to 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.

### VIOLATION PROCEDURE

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

- a. Give written notice to the person allegedly in breach of this behaviour policy stating:
  - i. The nature and details of the alleged breach,
  - ii. The date, time and place for a hearing,
  - iii. The person's right to representation,
  - iv. The composition of the appointed committee,
  - v. A copy of this code.
- b. At the hearing, the VTG Disciplinary Committee will make a determination as it considers fit, through the following: -
  - i. Deciding whether the person allegedly in breach of the behaviour policy has breached the behaviour policy, as alleged in Section 2
  - ii. Considering any response and additional information provided by the person.
  - iii. And if so, what sanction, if any, is appropriate to apply taking into account all of the relevant circumstances.
  - iv. 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).

In addition to the above, if the Disciplinary Committee considers the alleged breach serious, it may suspend or ban the person from further participation in the event, until the determination of the matter by the appointed committee.



## APPLICABLE PENALTIES

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

- a. Reprimand the person.
- b. Suspend the person from the next event in which they are due to compete.
- c. Suspend the person from competing in the event for one or more days of the event.
- d. Suspend the person from competing in the event for the balance of the entire event.
- e. Suspend the person from future VTG events.
- f. Withdraw any or all awards, placings and records obtained by the person or person's team, during the event.
- g. 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.
- h. 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.
- i. 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.

## APPEALS

In the event of an alleged behaviour breach, upon the steps in Section 3 and 4: being satisfied, the disciplined person may appeal the decision of the VTG Disciplinary Committee.

- a. The person found to have been in breach of the behaviour policy, may, within two (2) days of the decision of the VTG Disciplinary Committee, appeal a decision of the appointed panel by submitting it in writing to the Organiser. The Organiser will notify the VTG Disciplinary Committee and any other relevant parties of such an appeal.
- b. If required, VTG shall appoint additional members from the department to the VTG Disciplinary Committee.
- c. The decision of the VTG Disciplinary Committee regarding any appeal application is final and binding.

## RELEVANT POLICIES

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