

Sport and  
Recreation Tasmania

## Tasmanian Ethics in Sport Framework





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## Introduction



Being physically active through participation in sport and recreation activities creates a wide range of benefits for individuals and the communities in which they live.

Participation in sport and recreation provides opportunities for social inclusion, enhances community development, helps to foster a sense of identity, and promotes integration within the community. Participation also helps individuals to develop relationships, learn and share community values and attitudes, and gain a better understanding of others.



Everyone is entitled to access these benefits through the provision of sporting environments that are inclusive, safe and fair:



# Why do we need a framework for ethics in sport?

Social inclusion, equity and a sense of community are priorities across all tiers of government and every level of society. Exploration of these topics over recent years has led to increased scrutiny of behaviours, policies and laws; and responses have included the Australian Government's *National Anti-Racism Partnership and Strategy*, and *National Plan to Reduce Violence Against Women and their Children 2010-2022*.

The Tasmanian Ethics in Sport Framework (the framework) has been developed to articulate the sport sector's response and demonstrate its commitment to providing inclusive, safe and fair sporting environments in Tasmania.

Over recent years, there have been a number of high profile instances of inappropriate behaviour in sport. These include instances of racial abuse towards elite players, a number of sex scandals, and high-profile athletes being charged with assault. Our awareness of examples of bad behaviour is driven by the level of media attention high-profile sportspeople attract when they act inappropriately; however inappropriate behaviour is not limited to elite sport and is an issue affecting sport at all levels.

A simple online search will uncover a number of examples of parents and players behaving inappropriately on and off the field, with implications ranging from reduced participation to loss of officials and volunteers and legal action. It is commonly acknowledged that these sorts of behaviours are unethical and unacceptable.

The result of unethical behaviour in sport is that it creates a negative experience for not only those it is directed towards, but also for those who witness it whether they are participants, officials, parents or spectators. Any negative experience has the potential to deter people from being involved in sport and can adversely impact on the reputation and profile of individuals, clubs, or sport more broadly.

Sport at all levels should be inclusive, safe and fair, and to address concerns about unethical behaviour; a number of key government and sporting bodies are tackling prevalent issues such as bullying and harassment, racial abuse,

discrimination, and child protection. These issues are commonly captured under the umbrella term 'ethics in sport'.

In 2011, the Australian Sports Commission engaged the University of Adelaide to prepare the 2011 *Integrity in Sport Literature Review*. The objective of the review was to provide information on the factors that influence the integrity of sport at all levels.

The review noted ethics in sport covers a broad range of issues, many of the issues identified on a national level are also relevant to Tasmania. For the purpose of this framework, 'ethics in sport' refers to any actions, attitudes, or behaviours that negatively impact on a person's ability to participate in and/or enjoy sport.

Organisations such as the Australian Sports Commission, the Office of the Anti-Discrimination Commissioner and a number of national sporting organisations have developed and implemented ethics in sport initiatives. These include:

- Play by the Rules ([www.playbytherules.net.au](http://www.playbytherules.net.au))
- the delivery of member protection information officer training to the Tasmanian sport sector
- Australian Football League's 'Respect and Responsibility' program.

Sport and Recreation Tasmania has been working collaboratively with other government agencies and sporting organisations to implement ethics in sport initiatives. However, Sport and Recreation Tasmania acknowledges the approach has been fragmented and initiatives have been supported in an ad hoc manner with no over-arching strategy for the Tasmanian sport sector as a whole.

This framework has been developed to provide direction for a more strategic and collaborative approach, ensuring the sport sector has appropriate, adequate, and timely resources to enable it to effectively address ethics in sport issues.

## What does the framework aim to achieve?

This framework is the first step towards achieving a strategic and collaborative approach to addressing ethics in sport issues.

The framework:

- sets out the Tasmanian Government's vision for an inclusive, safe and fair sport sector
- enhances awareness and understanding of ethics in sport issues and promotes inclusive, safe and fair sporting environments
- provides direction to enable sporting organisations to better manage, mitigate and prevent ethics in sport issues
- underpins a range of strategies to be implemented by government agencies, sporting organisations and other non-government organisations to ensure sport is inclusive, safe and fair.

## How has the framework been developed?

This framework has been developed under the guidance of a steering committee comprising representatives from Sport and Recreation Tasmania, the Department of Premier and Cabinet and the Office of the Anti-Discrimination Commissioner.

Consultation on the framework content was also undertaken with sporting organisations, the Australian Sports Commission, and networks of the steering committee.



# How does the framework align with the broader vision for an inclusive Tasmania?

The framework complements action already undertaken to achieve a new vision for Tasmania through *Tasmania Together 2020*.

Through *Tasmania Together 2020*, the community's 20-year social, environmental, and economic plan for a fair and just Tasmania, Tasmanians revealed they want a vibrant and inclusive community where people feel valued and connected. The aim of *Tasmania Together 2020* is to achieve a more inclusive and equitable society through the development and monitoring of long-term goals and benchmarks.

*Tasmania Together 2020* and other planning frameworks such as *A Social Inclusion Strategy for Tasmania* and *A Healthy Tasmania* reflect the Tasmanian Government's commitment to achieving a fully inclusive society and promoting a strong sense of community connectedness.



## Vision

Tasmania's sporting environment is dynamic and based on a strong community spirit. Ethical behaviours are demonstrated every day in every sport through the decisions and actions of sports administrators, officials, coaches, players, spectators, and volunteers.

Through the development and implementation of policy and strategies embedding positive ethical values, sport in Tasmania will be inclusive, safe and fair for everyone.

## Values

The values that underpin this framework are:

### Inclusion

- Welcoming and supportive sporting environments for all participants,
- welcoming behaviours and practices that demonstrate consideration for others,
- a sporting culture that accepts and embraces diversity.

### Safety

- The provision of physically safe environments for sport,
- appropriately qualified and experienced people to manage, lead and deliver sport,
- ethical policies and practices.

### Fairness

- Open, transparent and honest policies, practices and decision making,
- members and participants being accountable for their behaviours,
- supportive mechanisms for receiving feedback and handling complaints and a culture of continuous improvement.

# Priority areas and strategies

Priority areas and related strategies to guide the provision of inclusive, safe, and fair opportunities in sport, recreation, and physical activity are outlined below.

Responsibility for the implementation of the strategies is shared by the Tasmanian Government, and non-government and sporting organisations.

## 1. Promotion and awareness

Increase player, official, coach, and volunteer participation in sport by:

- providing and promoting information and resources to support sporting organisations to implement and strengthen ethical practices and behaviours in sport
- promoting positive stories of ethical practices and behaviours in sport
- encouraging the development and delivery of reward and recognition initiatives
- implementing initiatives that foster community expectation of inclusive safe and fair sporting clubs, associations and organisations
- promoting training and education services within the sport sector.

## 2. Capacity building and education

Support sport at all levels to be inclusive, safe, and fair by:

- leading the practice of embedding ethical values in sport
- encouraging the implementation of policies that support ethical practices
- educating and encouraging staff and volunteers to understand and address ethics in sport issues
- educating key sporting organisations and individuals about the role they play in leading and modelling appropriate values and behaviours
- educating and encouraging organisations to continuously strive for and implement ethical practices.

## 3. Advocacy and information

Advocate with and for the sport sector on ethics in sport issues by:

- providing opportunities for the sport sector to network and share information
- engaging sport governing bodies and leading agencies to promote ethics in sport
- promoting the role and contribution of sport to the broader ethics agenda
- combating alcohol misuse and its negative impact on sport.

## Where to from here?

This framework provides direction for a strategic and collaborative approach, ensuring the sport sector has appropriate, adequate, and timely resources to enable it to effectively address ethics in sport issues.

Everyone involved in Tasmanian sport will have access to information, education, and tools to ensure sporting environments are inclusive, safe, and fair.

Sport and Recreation Tasmania will work collaboratively with the Office of the Anti-Discrimination Commissioner and Department of Premier and Cabinet to:

- address the priority areas and implement the strategies
- lead and guide the sport sector on ethics in sport
- monitor and report six-monthly on progress
- review the framework after three years, in 2016.

### Disclaimer:

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# Key ethics in sport partners

Sport and Recreation Tasmania is working in partnership with a range of organisations that are taking a leading role in ethics in sport issues, including the following:



## Making sport inclusive, safe and fair.

The Play by the Rules website provides news, resources and free online training to assist sport and recreation clubs and administrators, officials, coaches, players and spectators to keep sport safe, fair and inclusive.



**Australian Government**  
**Australian Sports Commission**

The Office of the Anti-Discrimination Commissioner co-operates with all Tasmanians in working towards a world where discrimination, prejudice, bias and prohibited conduct are indicators of a history that is no longer with us.

Enriching the lives of all Australians through sport.



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