

DANCESPORT AUSTRALIA

POLICY:

Director's Code of Conduct

Context:

The *Sports Governance Principles* specify that:

- An organisation's culture and behaviours should be underpinned by values which are demonstrated by the board and embedded in its decisions and actions; and
- An organisation should clearly define and document its structure and the duties, responsibilities and powers of members, directors, committees and management.

Background:

People bring the policies and structures of governance to life. While policies and structures are an important part of governance, they are only meaningful if they are implemented, enacted and enforced by people within the organisation.

As leaders of their sporting organisation, Directors can influence culture and behaviours by defining and modelling organisational values. This occurs in the way the board works with the CEO, represents the organisation and makes decisions. Additionally, clearly articulating organisational values and expected behaviours provides an objective and shared reference point for discussing, assessing and challenging culture and behaviours.

A *Director's Code of Conduct* is a critical document in establishing and reinforcing the culture of an organisation. An effective Code of Conduct:

- Articulates what is important to the organisation
- Codifies the behaviour, standards and conduct expected of directors
- Provides the basis for addressing conduct which does not meet the defined standards

Although the specific circumstances and environment of each sporting organisation will differ, this template is intended to provide a framework and initial basis to enable consideration and documentation of the Code of Conduct that best suits each sporting organisation. The board should lead the process of updating and tailoring the content to ensure the final document reflects their own environment and can play an active part in strengthening the culture and governance of their specific organisation.

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