

ICC

TABLE TENNIS ACADEMY

20 CAMBRIDGE ST, BOX HILL VIC 3128

OPEN 7 DAYS A WEEK



MAKING CHAMPIONS ON AND OFF COURT...



ICC Table Tennis Pty Ltd – Code of Conduct

1. Purpose

This Code provides a clear statement of the standards of behaviour and conduct expected of anyone involved with ICC Table Tennis Pty Ltd (“ICC TT”, “the Company”). It is designed to help ensure a safe, respectful, inclusive, and high-integrity environment, consistent with our values of discipline, integrity, results and friendship.

2. Scope

This Code applies to all directors, staff, coaches, volunteers, contractors, athletes, members, parents/guardians, spectators or anyone engaged with ICC TT in any capacity, whether on Company premises, at competitions, training sessions, travel, or via social media and other communications.

3. Core Principles

- **Respect** – Treat everyone with dignity and respect, regardless of age, gender, ability, race, cultural background or sexual identity.
- **Integrity** – Act honestly, transparently and ethically in all dealings. Avoid conflicts of interest and never engage in behaviour that might bring ICC TT into disrepute.
- **Fairness & Sportsmanship** – Promote fairness in competition, training and interaction. Respect officials, coaches, teammates, opponents, and abide by all rules and the spirit of the sport.
- **Safety & Well-being** – Ensure the physical and emotional safety of participants. Do not engage in bullying, harassment, discrimination or inappropriate behaviour.
- **Accountability** – Take responsibility for your actions and behaviour. If you observe misconduct or risk to others, act or report in accordance with procedures.
- **Inclusion** – Provide and support an environment where diversity is valued, and all participants are welcomed and able to play, train or contribute free from discrimination.

4. Standards of Behaviour

Everyone covered by this Code must:

- Uphold the highest standards of personal conduct, including dress, language and punctuality, consistent with representing ICC TT.
- Respect the rights, dignity and worth of others, including players, coaches, officials, volunteers, spectators.
- Maintain a positive, inclusive team and club culture, supporting teammates and contributing to the success of others.
- Abide by the rules of the sport, competition regulations, and the policies of ICC TT.
- Avoid unsupervised one-on-one contact with minors (children/amateur participants) in settings away from public view and ensure appropriate supervision at all times.
- Report any concerns of misconduct, welfare risk or criminal activity to the designated Child Safety Officer or appropriate director.
- Not engage in, or tolerate, discrimination, harassment, abuse (physical, verbal, emotional), or misconduct.





- Avoid bringing ICC TT or the sport into disrepute – whether on-site, off-site or via online/social media.
- Use ICC TT facilities, equipment and resources responsibly.
- When travelling or representing ICC TT, behave responsibly and respectfully, avoiding illegal substances, excessive alcohol or behaviour that may compromise safety or integrity.

5. Coaches and Officials

In addition to the above, coaches, officials and those in leadership roles must:

- Lead by example, modelling the behaviours and values expected of all participants.
- Ensure all training environments are safe, inclusive and supportive.
- Recognise the limits of their expertise and refer athletes to other professionals when necessary.
- Maintain professional relationships with athletes; avoid inappropriate conduct or relationships, especially with minors.
- Ensure any equipment or venue used meets safety standards and is maintained appropriately.

6. Athletes, Club Members & Participants

Athletes and participants must additionally:

- Always show respect for opposition players, officials, coaches and the rules of the game.
- Accept the decisions of referees/umpires or event officials without undue criticism.
- Avoid behaviour or language that is derogatory, discriminatory or offensive.
- Uphold clean sport values – do not use illicit drugs or performance-enhancers, comply with relevant doping or anti-corruption rules where applicable.

7. Parents, Carers & Spectators

Parents, carers and spectators are expected to:

- Support the values and objectives of ICC TT and behave in a respectful and positive manner.
- Avoid negative or abusive language or behaviour toward players, officials or coaches.
- Encourage young players to participate for enjoyment and personal development, not just results.
- Respect the venue's rules, equipment and other users.
- Raise concerns or complaints through the proper channels rather than through public criticism or social media.

8. Breaches and Discipline



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Any alleged breach of this Code will be taken seriously and may trigger ICC TT's disciplinary procedures. Possible consequences include:

- Verbal or written warning
- Suspension of membership/training/travel privileges
- Termination of coaching/contractor engagement
- Removal from competition or team
- Referral to external authorities in cases of criminal misconduct or child protection matters

9. Review & Acknowledgement

This Code will be reviewed regularly (at least every two years) by the directors of ICC TT. All individuals covered by this Code must sign an acknowledgement form confirming they have read, understood and will comply with the Code.

Acknowledgement

I, _____ (print name)

Date: _____

Signature: _____

By signing, I confirm that I have read, understood and agree to abide by the ICC Table Tennis Pty Ltd Code of Conduct.



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