



Code of Conduct

Selectors (Senior & Junior)

INTRODUCTION

The Selectors of the Queensland Polocrosse Association (known as the QPA) are appointed annually by the QPA Management Committee for functions in accordance with the QPA's Constitution and Policies and Procedures. Selectors must perform these functions in the best interests of the members, as well as the sport in general.

The members are entitled to expect that:

- the business of the Association will be conducted with efficiency, impartiality and integrity;
- the Selectors will not bring the sport of polocrosse or the QPA into disrepute;
- the Selectors will obey the spirit and letter of the law and, in particular, the provisions of all relevant statutes, regulations and instruments; and
- duty to the members will always be given absolute priority over the private interests of Selectors.

Conflict & Disclosure of Interest

Selectors should ensure that there is no actual conflict or incompatibility between their personal interests and the impartial fulfillment of their QPA duties.

Selectors shall not engage in private work with, or for, any person or body with an interest in a proposed or current contract with the Association, without first making disclosure to the Director of Selectors and/or the QPA Management committee. In this regard, it does not matter whether advantage is in fact obtained, as an appearance that private dealing could conflict with performance of their duties and must be scrupulously avoided.

Selectors who exercise a regulatory, recruitment or other discretionary function must disclose the circumstances before dealing with relatives or close friends and, whenever possible, or in doubt, should disqualify themselves from dealing with those persons.

Disclosure of Interest

Selectors must disclose to the Director of Selectors, any interest which could be in conflict with their professional duties.

The onus is on Selectors to identify conflict or potential conflict of interest where it exists.

CODE OF CONDUCT - PRINCIPLES

Personal Behaviour

Selectors are required to:

- act, and be seen to act, properly and in accordance with the requirements of the law and the terms of this code;
- perform their duties impartially and in the best interest of the QPA members, uninfluenced by fear or favour;
- make no allegations which are improper or derogatory; and
- always act in accordance with their obligation of fidelity to the Association;

Selectors should represent and promote the interests of the sport as a whole.

Honesty and Integrity

Selectors are expected to:

- observe the highest standards of honesty and integrity, and avoid conduct which could suggest any departure from these standards;
- bring to the notice of the Management Committee and/or the President, any dishonesty on the part of any other member or employee; and
- be frank and honest in their official dealing with each other.

Performance of Duties

While on duty, Selectors are required to ensure that their work is carried out efficiently, economically and effectively and that their standard of work reflects favourably on them and on the Association.

ACT FOR A PROPER PURPOSE

Use of Confidential Information

Selectors may not use confidential Association information to gain improper advantage for themselves or for any other person or body, nor in ways which are inconsistent with their obligation to act impartially, nor to improperly cause harm or detriment to any person, body, or their Association.

Improper or Undue Influence

Selectors shall not take advantage of their position to improperly influence other members or staff in the performance of their duties or function, in order to gain undue or improper (direct or indirect) advantage or gain (financial or otherwise), for themselves, or for any other person or body.

Gifts or Bribery

Selectors shall not seek or accept (directly or indirectly) from any person or body, any immediate or future gift, reward or benefit for themselves or for any other person or body, relating to their status with the Association, or their performance of any duty or work as a member of the Association.

If any gift, reward or benefit is offered (other than gifts of a token kind, or moderate acts of hospitality) disclosure must be made in a prompt and full manner to the Director of Selectors.

Compliance with Lawful Directions

Selectors are required to obey any lawful direction given by any person having authority to make or give such an order. Any doubt as to the propriety of any such direction may be taken up with the Director of Selectors or with the Management Committee and/or the President.

Selectors are required to give effect to the policies of the Association regardless of personal views.

Administrative and Management Practices

Selectors should ensure compliance with proper and reasonable administrative practices and conduct, and professional and responsible management practices.

DEALING WITH QPA PROPERTY

Use of Association Facilities, Funds, Staff and Equipment

Selectors are required to:

- be scrupulously honest in their use of Association facilities, funds, staff and equipment and shall not misuse them or permit their misuse (or the appearance of misuse) by any other person or body;
- use Association resources entrusted to them effectively and economically in the course of their

- duties, and not otherwise; and
- not use Association resources (including the services of Association staff) for private purposes (other than when supplied as part of a contract of employment), unless properly authorised to do so, and appropriate payments are made (as determined by the Management Committee and/or the President).

Travelling Expenses

Selectors should only claim or accept traveling expenses arising out of travel related to matters which have a direct dealing on the services, or business of the Association, and that have been specifically approved.

Access to Information

Selectors should ensure that they are given access to all Association information necessary for them to properly perform their functions and comply with their QPA responsibilities.

CORPORATE OBLIGATIONS

Communication with Affiliates

Selectors are required to make every reasonable effort to effectively communicate with, and promote the sport with, all sections of their Affiliates in order to achieve proper accountability and responsibility.

CONFIDENTIALITY

Under the law Selectors have a "duty of good faith and fidelity".

The good faith and fidelity duty covers a range of obligations owed by Selectors to the members, which are intended to ensure that honest and faithful service is rendered to the Association. Among the range of obligations are implied duties of loyalty, honesty, confidentiality and mutual trust.

Selectors should commit to the confidentiality of information regarding the outcome of their duties within the QPA.

Acknowledgment and acceptance of the Code of Conduct - Selectors

By signing below you are agreeing to abide by this Code of Conduct and its contents.

Name:

Please Print

Signed

Dated
