

# **VTG BEHAVIOUR POLICY**



## ***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 Geelong from Sunday 22 September to Wednesday 25 September, 2019.

This behaviour policy sets out the types of behaviour that will not be acceptable during 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 that 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 or governing body.

## ***1. RESPONSIBLE PARTIES & APPLICATION***

- i. This policy applies to all participants, conveners, volunteers, sponsors, spectators, and staff of the Victorian Teachers' Games.
- ii. 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 all official social functions of, or associated with, the event.

## ***2. BREACHES OF BEHAVIOUR***

Any person who does, or is involved in, any of the following types of behaviour shall be in breach of VTG expected behaviour expectations.

- i. Consuming alcohol unless in an approved area, in line with relevant liquor licensing regulations
- ii. Being unduly intoxicated at any event venue or official/unofficial social functions
- iii. Using any illegal drug during the event
- iv. Have refused or neglected to comply with the Rules & Regulations of VTG or specific events, or reasonable direction of an event official.
- v. Harassing any other person; including bullying, sexual harassment, racial vilifications or discrimination.
- vi. Acting in an unlawful manner or conduct which brings the VTG event, or the events within it, into disrepute.

## ***3. DISCIPLINARY COMMITTEE***

A disciplinary committee for the Victorian Teachers' Games is established prior to the beginning of the event. If the VTG disciplinary committee receives information which any of them consider to be in breach of behaviour expectations as outlined above, the committee will:-

- i. Assemble the committee and deliberate/investigate on factual information at the earliest possible opportunity
- ii. Contact emergency services – including police – if not already engaged
- iii. If necessary, refer the matter to a hearing as outlined in Section 4, including the invitation for relevant personnel to attend in person or seek input via telephone. No other person shall be entitled to attend unless invited by the committee.

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## **4. VIOLATION PROCEDURE**

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

1. Give written notice to the person stating:-
  - a. The nature and details of the alleged breach,
  - b. The date, time and place for a hearing,
  - c. The person's right to representation,
  - d. The composition of the appointed committee,
  - e. A copy of this code
2. At the hearing, the VTG Disciplinary Committee will determine the hearing as it considers fit, through the following:-
  - a. Whether the person has breached behaviour expectations, as alleged in Section 2 (The onus is on VTG to prove that the alleged breach of behaviour occurred)
  - b. And if so, what sanction, if any, shall apply
  - c. Shall give its decision as soon as possible after the completion of the hearing and formalise its decision in writing to both the offending person and a representative of the organisation they are in attendance with (e.g. school principal).
  - d. The decision of the VTG Disciplinary Committee is final and binding.

In addition to the above, if the VTG Manager/relevant organisation representative 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.

## **5. APPLICABLE PENALTIES**

If the VTG disciplinary committee is satisfied the person did breach behaviour expectations, it may impose any one or more of the following penalties:

- i. Reprimand the person.
- ii. Suspend the person from the next event in which s/he is due to compete.
- iii. Suspend the person from competing in the event for one or more days of the event.
- iv. Suspend the person from competing in the event for the balance of the entire event.
- v. Suspend the person from future VTG events.
- vi. Withdraw any or all awards, placings and records obtained by that person or that person's team, during the event.
- vii. 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.
- viii. Recommend to the person's school and/or sporting governing body that a penalty or additional penalties be imposed by it.
- ix. Any other penalty the appointed committee thinks appropriate in all the circumstances.

In addition the person may be disciplined by the school which they represent, and/or be prosecuted by the Police.

## **6. RELEVANT POLICIES**

- VTG Official Rules and Regulations
- VTG Terms & Conditions