



**AMERICAN
FOOTBALL
AUSTRALIA**

Director Code of Conduct

Policy Management

Version:	1.0
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Next Review Date:	November 2026
Person Responsible:	Secretary

American Football Australia Director Code of Conduct

1. Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that American Football Australia (AFA) requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

2. Who does this Code of Conduct apply to?

This Code of Conduct applies to AFA Directors whenever they are acting in their capacity as an AFA Director.

3. Our Values

Directors are critical cultural leaders of AFA and have a responsibility to role-model our values at all times. Our values are:

- **Integrity:** Uphold the values of honesty, transparency, and ethical conduct in all activities.
- **Inclusivity:** Create an inclusive and welcoming environment, promoting diversity and equity in all areas of participation.
- **Development:** Build the capacity of leagues, clubs and prioritise the growth of American Football across Australia.
- **Safety:** Ensure the safety of all participants by providing appropriate competition frameworks, rules and guidelines of the sport.
- **Respect:** Treat all colleagues, stakeholders and participants with respect and professionalism.
- **Collaboration:** Work collaboratively with stakeholders to create quality experiences

4. General Principles

Directors of AFA must:

- act honestly and in good faith in the interests of AFA as a whole
- exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in AFA's circumstances
- exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes
- avoid any actual or potential conflict between the obligations owed to AFA and a

Director's personal interest or other duties

- not disclose any information that is obtained through their position that is confidential
- disclose advantages or business opportunities acquired in the course of their office
- prevent insolvent trading by AFA
- be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Directors
- be well prepared for Directors meetings
- make reasonable enquiries at Directors meetings to ensure that AFA is operating efficiently, effectively and legally towards achieving AFA's goals
- undertake diligent analysis of all proposals and matters placed before the Directors
- acknowledge and embrace decisions of the Directors when communicating with third parties, irrespective of their own personal views
- treat colleagues, members and employees of AFA with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare
- show respect for the opinions of other Directors and allow each Director a fair and reasonable opportunity to contribute to discussion and decision making
- not engage in conduct that would likely bring discredit upon AFA or bring the Director or AFA into disrepute, or would constitute conduct unbecoming of a Director of AFA
- not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of AFA
- comply with the content and themes of section 5 of this Code of Conduct regarding child safety
- promote and encourage diversity, equality and inclusiveness in decision making and throughout AFA
- at all times exemplify the AFA values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a director of AFA
- comply with the spirit as well as the letter of the law and the principles in this Code of Conduct

5. Child Safety

AFA is a child safe organisation and has zero tolerance for child abuse. AFA adheres to applicable child safety standards and legislation. Directors must be aware of their

responsibilities outlined in AFA’s child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in AFA’s child safety and safeguarding documents.

6. Breach of Code of Conduct

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

In some situations, a breach of this code may result in detriment to AFA and the Director may be liable for their actions under civil and criminal laws.

If a director suspects that a breach of the Code of Conduct has occurred or will occur, they must report that breach to the Chair of the Board or the Company Secretary. In some circumstances, such a disclosure may qualify for protection in accordance with the Whistleblower Policy. All reports will be acted upon and kept confidential.

With the exception of conduct that is prohibited under the National Integrity Framework (which shall be dealt with in accordance with the National Integrity Framework), the AFA Conduct and Disciplinary Policy applies to any breach under this Code of Conduct.

7. Review

This Code will be reviewed annually by the Board and annually affirmed by all directors.

8. Director Declaration

- I have read and understand the AFA Directors Code of Conduct
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of AFA
- I agree that I have an ongoing obligation to comply with the AFA Directors Code of Conduct

<i>Signature</i>	<i>Name</i>	<i>Date</i>

Document History

Date	Version	Amendments
22 August 2024	1.0	Policy created and endorsed by Board
26 November 2025	1.0	Policy reaffirmed by the Board in the current format