



CODE OF CONDUCT

REVISION C - 1st JUNE 2026

PURPOSE

The Australian Powerlifting League (APL) believes that all people who interact with the federation have the right to enjoy all competitions and events in a safe, fair, inclusive and competitive environment.

To achieve this, the APL requires certain standards of conduct of members, coaches, officials, administrators, spectators, service providers, volunteers, sponsors and corporate partners, together with their guests.

The APL Code of Conduct is underpinned by the following core values:

- To act within the rules and spirit of powerlifting.
- To display respect and courtesy towards everyone involved in powerlifting and prevent discrimination, bullying and sexual harassment.
- To prioritise the safety and well-being of young people involved in powerlifting.
- To encourage and support opportunities for participation in all aspects of powerlifting.

SCOPE

The APL Code of Conduct always applies to the following people whether they are participating in or operating in a paid or unpaid/voluntary capacity within the federation:

- Individual members
- Coaches
- All employees, volunteers and independent contractors
- Any other person that is a member of or affiliated to the International Powerlifting League
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible
- Any other person who has agreed to be bound by this Policy

DEFINITIONS

Discrimination: There will be no unlawful discrimination based upon a person's sex, sexual orientation, age, race, colour, creed, national origin, marital status, religion, political affiliation, disability, perceived disability, personal appearance or any other legally protected characteristic.

Harassment: Any form of harassment towards others that is illegal, threatening, harmful, abusive or otherwise objectionable will not be tolerated. This includes behaving, communicating, or publishing material that invades another's privacy, is degrading, defamatory, hateful, fraudulent, libellous, obscene, sexually explicit, or is ethnically objectionable.

Sexual Harassment: Sexual harassment will not be tolerated and includes unwelcome sexual solicitation, physical touching, transmission of offensive sexually graphic images or written material, or any conduct that is sexual in nature that is abusive, offensive and intimidating.

Complainant: A person who makes a complaint under this policy.

Respondent: A person against whom a complaint is made.

GENERAL PRINCIPLES

Each person in their interaction with the APL, including attending an APL competition, event or on social media must:

1. Act as ambassadors for the APL and the sport of powerlifting by conducting themselves in a way reflective of our core values.
2. Not abuse competitors, officials, service providers, spectators, volunteers or APL staff, which includes not using crude or abusive language or gestures, insults, threats, intimidation, assault, provocation or otherwise acting in an abusive manner.
3. Respect the rights, dignity and worth of every person regardless of their gender, race, colour, religion, sexuality, politics, national or ethnic origin or choice of federation.
4. Not be violent in any way, including encouraging or inciting violence.
5. Not engage in discrimination, harassment or abuse in any form, including the use of obscene or offensive language or gestures.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, avoiding unaccompanied and unobserved activities wherever possible, complying with all relevant Australian laws around child protection.
7. Not be intoxicated or under the influence of drugs.
8. Not promote, encourage or use illegal substances at any APL-sanctioned competition or event.
9. Follow the APL dress codes where appropriate.
10. Comply with any terms of entry of a venue, including prohibited and restricted items.
11. Always adhere to and comply with the conditions of entry to any APL-sanctioned competition.
12. Conduct themselves in a manner that enhances, rather than injures, the reputation and goodwill of the APL and the powerlifting community generally.
13. Not make comments or take actions through any social media platform that bring discredit to any person, coach, referee or competitor within the APL.

MEET DIRECTOR CODE OF CONDUCT

In addition to the General Code of Conduct, meet directors must:

1. Be fair, considerate and honest in all dealings with others.
2. Be professional and accept responsibility for your actions.
3. Resolve conflicts fairly and promptly.
4. Maintain strict impartiality.
5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection and occupational health and safety legislation.
6. Develop a positive environment by emphasising enjoyment and providing appropriate competitive experiences.
7. Ensure equipment and facilities are safe and appropriate to the ability level of competitors.
8. Ensure that everyone emphasises fair and appropriate conduct at APL-sanctioned competitions.
9. Maintain adequate public liability insurance for all APL-sanctioned events and provide evidence of this to the APL upon request.

COACH CODE OF CONDUCT

In addition to the General Code of Conduct, coaches must:

1. Operate within the rules and spirit of powerlifting, promoting fair competition and actively discouraging foul play or unsportsmanlike behaviour.

2. Develop a positive environment by emphasising enjoyment and providing appropriate competitive experiences.
3. Treat each person as an individual and respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
4. Display courtesy and respect to all involved with powerlifting.
5. Respect the decisions of referees and officials.
6. Wherever practical, avoid unaccompanied and unobserved one-on-one activity with people under the age of 18 years. Maintain appropriate professional relationships at all times.
7. Act with integrity and objectivity and accept responsibility for your decisions and actions.

COMPETITOR CODE OF CONDUCT

In addition to the General Code of Conduct, competitors must:

1. Respect the rights, dignity and worth of fellow competitors, coaches, officials and spectators.
2. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimisation.
3. Participate fairly and safely, and never become involved in acts of foul play.
4. Care for and respect the facilities and equipment made available to you.
5. Honour both the spirit and letter of the competition rules.
6. Conduct yourself in a responsible manner relating to language and temper.
7. Abide by the rules and respect the decisions of the referees and officials.
8. Respect and acknowledge the contribution of meet directors, referees and officials.

REFEREE CODE OF CONDUCT

In addition to the General Code of Conduct, referees must:

1. Officiate in accordance with the APL Rule Book.
2. Treat all competitors, coaches, officials and fellow referees with respect.
3. Place the safety and welfare of competitors above all else.
4. Always maintain a high standard of personal behaviour.
5. Condemn all instances of unsportsmanlike, foul or unfair competition.
6. Never engage in disrespectful conduct of any sort, including sexual harassment, discrimination, bullying or victimisation.
7. Be honest and do not allow your qualifications or accreditation to be misrepresented.

OFFICIALS CODE OF CONDUCT (SPOTTERS, LOADERS, TECH DESK)

In addition to the General Code of Conduct, officials must:

1. Officiate in accordance with the APL Rule Book.
2. Treat all competitors, coaches, referees and fellow officials with respect.
3. Act with integrity and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behaviour at all times.
6. Never engage in disrespectful conduct of any sort.

7. Be honest and do not allow your qualifications or accreditation to be misrepresented.

SPECTATOR CODE OF CONDUCT

In addition to the General Code of Conduct, spectators must:

1. Respect the decisions of the referees and officials.
2. Never ridicule or abuse a competitor for making a mistake during a competition.
3. Never engage in disrespectful conduct of any sort.
4. Do not use foul language, sledge or harass officials, referees, coaches, competitors or other spectators.
5. Condemn the use of violence in any form.

CHILD SAFEGUARDING

The APL has zero tolerance for child abuse in any form, including physical, emotional, sexual abuse, neglect, and grooming. All persons bound by this Code of Conduct must prioritise the safety and wellbeing of children and young people and must not engage in any conduct that harms or creates an unacceptable risk of harm to a person under 18.

Any behaviour that constitutes or may constitute a child safeguarding concern — including but not limited to grooming, inappropriate contact, or conduct that exploits a position of trust or authority — is a serious breach of this Code and will be dealt with as a priority under the complaints and investigation process, including immediate interim stand-down of any APL role-holder pending investigation.

Detailed definitions of abuse and harm, reporting procedures, working with children check requirements, and the escalation process for complaints involving APL role-holders are set out in the APL Child and Youth Risk Management Strategy, available at www.aplpowerlifting.com/resources-2/. All members, coaches, meet directors, referees and officials are expected to be familiar with those documents.

SUMMARY OF OFFENCES

Meet Directors are responsible for the conduct of all persons at their event. No person attending a competition or event shall:

1. Use offensive or obscene language to any competitor.
2. Enter the platform during competition without the prior consent of the head referee.
3. Excessively dispute the decision of a referee, official or meet director during or after a competition.
4. Assault, or act with aggression, toward any person.
5. Behave in a way contrary to this Code of Conduct or the spirit of powerlifting.
6. Behave in a way which disturbs the enjoyment of a competition or event by any person, or which brings discredit to the APL.
7. Act in such a way as to exhibit racial intolerance by language or other conduct.
8. Refuse to accept the reasonable direction of the Meet Director.
9. Make comments or take actions through any social media platform that bring discredit to any person, coach, referee or competitor within the APL.

BREACH & CONSEQUENCES

Any alleged breach of this Code of Conduct may result in one or more of the following consequences depending on the severity and nature of the conduct:

- A formal warning
- Removal from the competition venue
- Suspension from APL-sanctioned events for a defined period
- Termination of APL membership without refund
- Referral to relevant authorities where the conduct may constitute a criminal offence

COMPLAINTS & INVESTIGATION PROCESS

Step 1 - Making a Complaint

Any person who believes a breach of this Code of Conduct has occurred may make a complaint by:

- Emailing the APL at HR@aplpowerlifting.com
- In urgent situations at an event, reporting the matter directly to the Meet Director

Complaints should include:

- The name of the person making the complaint (complainant)
- The name of the person the complaint is about (respondent)
- A description of the conduct and when and where it occurred
- Any supporting evidence such as screenshots, photographs or witness details

Anonymous complaints may be accepted at the APL's discretion, however anonymous complaints may be more difficult to investigate.

Step 2 - Acknowledgement

The APL will acknowledge receipt of a complaint within five (5) business days of receiving it.

Step 3 - Initial Assessment

Upon receipt of a complaint the APL will assess whether:

- The complaint falls within the scope of this policy
- The matter can be resolved informally
- A formal investigation is required
- Immediate interim action is required to protect the safety of any person

Interim measures (such as temporary suspension from events) may be put in place during the investigation where the APL considers it necessary for safety or integrity reasons. Interim measures do not constitute a finding of breach.

Step 4 - Notification to the Respondent

Where a formal investigation is commenced, the respondent will be notified of:

- The nature of the complaint made against them
- Their right to respond to the complaint
- The process that will be followed

The respondent will be given a reasonable opportunity to provide a written response to the complaint before any decision is made.

Step 5 - Investigation

The APL will investigate the complaint by:

- Reviewing the complaint and any supporting evidence provided
- Reviewing the respondent's written response
- Speaking with any relevant witnesses where appropriate
- Considering any other information relevant to the matter

All parties involved in a complaint are expected to cooperate fully with the investigation process. Information shared during an investigation will be kept confidential to the extent possible, except where disclosure is required to conduct the investigation or is required by law.

Step 6 - Decision

After completing the investigation, the APL will make a determination as to whether a breach of this Code of Conduct has occurred. The APL will notify both the complainant and the respondent of the outcome in writing, including the reasons for the decision and any consequences that will be applied.

The APL aims to complete investigations within thirty (30) business days of receiving a complaint. Complex matters may take longer and parties will be kept informed of any delays.

Step 7 - Appeals

Either party may appeal the outcome of a decision by submitting a written appeal to the APL at HR@aplpowerlifting.com within fourteen (14) days of receiving the decision.

An appeal must be based on one or more of the following grounds:

- The investigation process was not followed correctly
- Significant new evidence has become available that was not reasonably available during the investigation
- The outcome or consequences imposed are unreasonable given the circumstances

Appeals will be reviewed by the APL. The APL's decision on appeal is final.

CONFIDENTIALITY

All complaints and investigations will be handled with sensitivity and confidentiality to the greatest extent possible. Information about a complaint will only be disclosed to those who need to know in order for the matter to be properly investigated and resolved.

Parties to a complaint must not discuss the matter publicly or on social media while an investigation is ongoing.

FALSE COMPLAINTS

Making a complaint that is knowingly false or vexatious is itself a breach of this Code of Conduct and may result in disciplinary action against the person making the complaint.

CONTACT

All complaints and conduct-related enquiries should be directed to Email: HR@aplpowerlifting.com