

# Ultimate Pageants Code of Conduct

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## 1. Application Scope

This Code of Conduct applies to **all Ultimate Pageants activities**, including but not limited to:

- In-person competitions and events
- National Finals and preliminary events
- Rehearsals, workshops, orientations, and training sessions
- Appearances, promotions, and affiliated events
- Online competitions, platforms, and communications
- Social media activity and digital engagement

This Code applies to **all individuals associated with Ultimate Pageants**, including:

- Contestants and titleholders
- Parents, guardians, and support persons
- Coaches, mentors, and assistants
- Staff, volunteers, contractors, and officials
- Judges and event personnel
- Attendees and guests where applicable

Compliance with this Code of Conduct is a **mandatory condition of participation** in any Ultimate Pageants activity.

## 2. Purpose

Ultimate Pageants is committed to providing a **safe, inclusive, respectful, and empowering environment** for all participants.

The purpose of this Code of Conduct is to:

- Protect the **physical, emotional, and psychological wellbeing** of all participants
  - Uphold the **integrity, fairness, and reputation** of Ultimate Pageants
  - Establish **clear behavioural expectations**
  - Provide a **transparent framework for enforcement and consequences**
  - Align with **Australian child-safe principles and duty of care obligations**
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## 3. Child-Safe Commitment (Australian Alignment)

Ultimate Pageants is committed to being a **child-safe organisation** and acknowledges its duty of care to children and young people.

Ultimate Pageants:

- Has **zero tolerance** for child abuse, grooming behaviour, exploitation, neglect, bullying, harassment, or discrimination
- Actively works to **prevent harm before it occurs**
- Prioritises the **best interests, safety, and dignity** of all children and young people
- Expects all participants to contribute to a child-safe culture

Any behaviour that undermines a child-safe environment will be treated with the highest level of seriousness.

## 4. Definitions

For the purpose of this Code of Conduct:

- **Child / Young Person:** Any individual under 18 years of age
  - **Participant:** Any contestant, titleholder, parent, guardian, support person, coach, staff member, volunteer, contractor, official, or attendee
  - **Ultimate Events:** All Ultimate Pageants in-person and online activities, including affiliated events
  - **Online Conduct:** All digital communication including posts, comments, stories, messages, group chats, emails, live streams, and private communications
  - **Minor Breach:** Conduct that fails to meet expected standards but does not pose immediate risk to safety or integrity
  - **Major Breach:** Conduct that compromises safety, wellbeing, privacy, fairness, organisational integrity, or public reputation
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## 5. Expected Standards of Behaviour

All participants must, at all times:

- Act with professionalism, respect, and integrity
- Treat others with dignity, courtesy, and fairness
- Use appropriate language and behaviour
- Follow all instructions issued by Ultimate Pageants staff and officials
- Behave in a manner that positively represents Ultimate Pageants

These standards apply **equally** across in-person interactions, online engagement, private communications, and social media, regardless of whether Ultimate Pageants is directly named.

## 6. Wellbeing, Safety & Duty of Care

Ultimate Pageants prioritises the **physical, emotional, and psychological safety** of all participants.

Any behaviour that:

- Causes emotional distress or harm
- Creates fear, intimidation, or hostility
- Undermines a safe or supportive environment
- Places a child or young person at risk

may be treated as a **major breach**, regardless of intent or outcome.

Ultimate Pageants reserves the right to take **immediate action** where safety or wellbeing concerns are identified.

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## 7. Prohibited Conduct (Zero Tolerance)

The following behaviours are strictly prohibited and may result in immediate disciplinary action:

- Bullying, harassment, intimidation, or coercion
- Discrimination based on age, gender, race, disability, religion, appearance, or background
- Grooming behaviours or boundary violations
- Verbal abuse, threats, or aggressive conduct
- Physical aggression or unsafe behaviour
- Cyberbullying or harmful online conduct
- Any attempt to undermine the competition, staff, judges, or other participants

## 8. Sportsmanship & Competition Integrity

All participants must:

- Demonstrate positive sportsmanship
- Respect all judges' decisions and competition outcomes

Direct or indirect contact with judges **before, during, or after competition** is strictly prohibited.

Any attempt to influence judging outcomes will be treated as a **major breach**.

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## 9. Privacy, Media & Confidentiality

Participants must respect privacy at all times.

This includes:

- No unauthorised photography or recording in backstage, change areas, or private spaces
- No sharing of images, footage, or personal information without consent
- No recording or distribution of confidential information
- Compliance with all access controls and supervision arrangements

Backstage and change areas are **strictly no-recording zones**.

## 10. Social Media & Online Conduct

All online activity must reflect the values and reputation of Ultimate Pageants.

Participants must not:

- Post defamatory, misleading, or harmful content
- Engage in public disputes, arguments, or harassment
- Share private conversations or confidential information
- Damage the reputation of Ultimate Pageants, its contestants, staff, or officials

This applies regardless of whether content is shared publicly, privately, anonymously, or via personal accounts.

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## 11. Parents, Guardians & Support Persons

Parents, guardians, and support persons:

- Are bound by this Code of Conduct
- Must model respectful, child-safe behaviour at all times

Contestants are responsible for the conduct of their parents, guardians, and support persons.

Any breach by a support person may result in:

- Formal warnings
- Removal from the venue
- **Disqualification of the contestant they represent**

## 12. Breaches & Consequences

- **Minor Breach**
  - First occurrence: Formal warning
  - Second occurrence: Immediate disqualification
- **Major Breach**
  - Immediate disqualification without warning

All disqualifications result in **no refund** and may affect eligibility for future participation.

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## 13. Reporting & Safeguarding

Any concerns regarding behaviour, safety, or wellbeing should be reported immediately to Ultimate Pageants staff.

Ultimate Pageants may act on:

- Observed behaviour
- Credible concerns
- Witness accounts
- Risk assessments

Action may be taken **with or without formal evidence** where child safety or wellbeing is at risk.

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## 14. Decision Authority

All disciplinary decisions are made at the **sole discretion of Ultimate Pageants management**.

Decisions are **final, binding, and non-negotiable**.

Ultimate Pageants is not required to provide mediation, justification, or appeal processes.

## **15. Acknowledgement**

By submitting an application, attending an event, or participating in any Ultimate Pageants activity, all participants acknowledge that they have read, understood, and agree to comply with this Code of Conduct.

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## **16. Amendments**

Ultimate Pageants reserves the right to amend this Code of Conduct at any time. All updates take effect immediately upon publication.