







# Code of Conduct

## ESSDolphins SWIM CLUB INC.

As a Club affiliated with Swimming Australia our ESS DOLPHINS members are expected to comply with their Code of Conduct. Swimming Australia Ltd endorses the following code of conduct for members, service providers and employees, particularly those responsible for activities involving members under the age of 18 years.

As a Swimming Australia Ltd member, service provider or employee you should meet the following standard of conduct:









-  Respect the rights, dignity and worth of others.
-  Be fair, considerate and honest in all dealings with others.
-  Be professional in, and accept responsibility for, your actions.
-  Make a commitment to providing quality service.
-  Be aware of, and maintain an uncompromising adherence to, Swimming Australia Ltd standards, rules and policies.
-  Operate within the rules of swimming including national and international guidelines that govern Swimming Australia Ltd.





*Swimming Australia Ltd expects all members, service providers and employees to abide by this code of conduct, which upholds the principles and values of the organisation. They should recognise that at all times they have a responsibility, and a duty of care to other members, service providers and Swimming Australia Ltd employees.*

*Swimming Australia have in place a code of conduct for Competitors, Administrators, Coaches, and Spectators*






## Code of Conduct For Competitors

### *Swimming Australia Code of Conduct For Competitors*

-  Play by the rules.
-  Never argue with an official.
-  Always use the appropriate rules and guidelines to resolve a dispute.
-  Control your temper.
-  Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
-  Work equally hard for yourself and/or your team.
-  Be a good sport.
-  Applaud all good performances whether they are made by your team or the opposition.

-  Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
-  Cooperate with your coach, team mates and opponents.
-  Participate for your own enjoyment and benefit, not just to please parents and coaches.
-  Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

## **ESSDolphins Code of Conduct For Competitors**











-  ESS DOLPHINS expects that its members will conduct themselves in a manner that is a credit to the club.
-  The Members are expected to respect the differences in others and to refrain from any form of abuse, harassment, victimisation, or discrimination.
-  All swimmers are expected to behave respectfully towards our Coaching staff and to follow their instructions at all times.
-  Disruptive behaviour that affects the ability of other members to participate in training and boisterous activity that affects the safety of others will not be tolerated.
-  Members are expected to make themselves familiar with and obey the rules of our training facility.

Failure to comply with this code of conduct may necessitate disciplinary action in accordance with our disciplinary policy.

## **Code of Conduct For Administrators**



### *Swimming Australia Code of Conduct For Administrators*

Administrator/director/officer/employee/ contractor will:

-  Agree to abide by the code of conduct.
-  Be fair, considerate and honest with others.
-  Operate within the rules of Swimming Australia Ltd.
-  Be professional in their actions, language, presentation, manner and punctuality in order to reflect high standards.
-  Maintain confidentiality in regards to sensitive and /or commercial information
-  Resolve conflicts fairly and promptly through established procedures.
-  Maintain strict impartiality in matters relating to the Member Protection Policy.
-  Maintain a safe environment for others.
-  Show concern and caution towards others.
-  Be a positive role model for others.

## ESSDolphins Code of Conduct For Administrators







ESS DOLPHINS expects that the committee will at conduct themselves in a manner that is a credit to the club.

-  The committee are expected to respect the differences in others and to refrain from any form of abuse, harassment, victimisation, or discrimination.
-  The committees should be a positive role model to our membership and abide by the Rules of the Club. As a group the committee will at all times provide a safe environment for the conduct of activities in accordance with Swimming Australia policy. Failure to comply with this code of conduct may necessitate disciplinary action in accordance with our disciplinary policy.

## Code of Conduct For Coaches




### *Swimming Australia Code of Conduct For Coaches*

A coach or team official will:

-  Agree to abide by the code of conduct.
-  Be responsible for matters concerning the coaching, training and development of members.
-  Maintain a 'duty of care' towards others and accountability for matters relating to training and competition.
-  Have a sound working knowledge of Swimming Australia Ltd policies, rules and coaching techniques.
-  Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.
-  Provide a safe environment for training and competition.
-  Be a positive role model for members of Swimming Australia Ltd.
-  Make a commitment to providing a quality service.












## ESSDolphins Code of Conduct For Coaches

ESSDOLPHINS expects that the Coaches will at conduct themselves in a manner that is a credit to the club.

-  Coaches are expected to adhere to the ASCTA Code of Conduct at all times. The Coaches are expected to respect the differences in others and to refrain from any form of abuse, harassment, victimisation, or discrimination.
-  They are also expected to refrain from intimate relations with members with whom they have a supervisory role or power over.
-  The committee expect that the coaches will assist in ensuring that the swimmers adhere to their code of conduct and enforce the disciplinary policy as required. Failure to comply with this code of conduct may necessitate disciplinary action in accordance with our disciplinary policy.




## Code of Conduct For Parents & Spectators

### *Swimming Australia Code of Conduct For Parents & Spectators*

-  Remember that children participate in sport for their enjoyment, not yours.
-  Encourage children to participate, do not force them.
-  Focus on the child's efforts and performance rather than winning or losing.
-  Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence.
-  Never ridicule or yell at a child for making a mistake or losing a competition. Positive comments are motivational.
-  Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
-  Remember that children learn best by example. Appreciate good performances and skilful plays by all participants.
-  Support all efforts to remove verbal and physical abuse from sporting activities.
-  Respect officials' decisions and teach children to do likewise.
-  Show appreciation for coaches, officials and administrators. Without them, your child could not participate.
-  Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

## ESSDolphins Code of Conduct For Parents & Spectators

ESSDOLPHINS expects that Parents and Spectators will at conduct themselves in a manner that is a credit to the club.

-  The Parents and Spectators are expected to respect the differences in others and to refrain from any form of abuse, harassment, victimisation, or discrimination.
-  Parents are expected to be positive role models to their children and support the club in enforcing the Swimmers code of conduct and disciplinary policy.
-  Failure to comply with this code of conduct may necessitate disciplinary action