



POLICY – BEHAVIOUR

This Behaviour Policy aims to set out the minimum standards for anyone involved in sport. It is to be applied when participating in any SynchronoWA - sanctioned activities.

Behaviour

All individuals should:

1. Act within the rules and spirit of the sport.
2. Promote fair play over winning at any cost.
3. Encourage and support opportunities for people to learn appropriate behaviours and skills.
4. Support opportunities for participation in all aspects of the sport.
5. Treat each person as an individual.
6. Show respect and courtesy to all involved with the sport.
7. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion within the rules of Artistic Swimming and policies of SynchronoWA.
8. Respect the decisions of officials, coaches and administrators.
9. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
10. Display appropriate and responsible behaviour in all interactions.
11. Display responsible behaviour in relation to alcohol and other drugs.
12. Act with integrity and objectivity and accept responsibility for your decisions and actions.
13. Ensure your decisions and actions contribute to a safe environment.
14. Ensure your decisions and actions contribute to a harassment-free environment.
15. Do not tolerate abusive, bullying or threatening behaviour.

Athletes

- Give it your all.
- Have fun.
- Be a team player - join team-mates, opponents, coaches and officials in a mutual quest for excellence.
- Be honourable - respect the sport and everyone's contributions (athletes, coaches, officials, community).

Coaches

- Place the safety and welfare of the athletes above all else.
- Help each athlete and other coaches to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of young athletes.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.

Officials

- Place the safety and welfare of the athletes above all else.
- Ensure all athletes are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other players and officials.

Administrators

- Ensure quality supervision and instruction for athletes.
- Support coaches, officials and volunteers to improve their skills and competencies.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct responsibilities with due care, competence and diligence.

Parents

- Encourage your athlete to participate, do their best and have fun.
- Focus on your athlete's effort and performance, rather than winning or losing.
- Never ridicule or yell at an athlete for making a mistake or losing a competition.
- Provide support and assistance as and when requested at training and competitions where possible.
- Model appropriate behaviour, including respect for other athletes and officials.

Spectators

- Respect the effort and performances of athletes, coaches and officials.
- Reject the use of harassment, bullying or violence in any form, whether by other spectators, coaches, officials or athletes.

Interacting with athletes

These guidelines are for coaches and other personnel to protect them from risk and to keep athletes safe. It is recommended that sporting organisations develop guidelines tailored to the needs and context of their sport.

Maintain appropriate boundaries

Coaches and other personnel in positions of authority should maintain clear:

1. Physical boundaries

- Use of training and drills to promote opportunities for learning and personal growth.
- Only use physical contact that is appropriate for the development of a particular skill and has the permission of the athlete.
- Work within sight of others always.

2. Emotional boundaries

- Use positive feedback on performance; no yelling, not passive aggressive, no verbal abuse.
- Be encouraging and avoid put-downs.

3. Social boundaries

- Attend sport-related events such as sponsorship and fundraising events, celebrations and annual meetings but do not socialise with athletes and their families outside sporting functions.
- Do not socialise with athletes or their families via social media.

4. Sexual boundaries

- Do not have sexual relationships of any description with athletes you are coaching.
- Do not touch athletes in ways likely to make them feel uncomfortable.

Minimise physical contact

Generally, physical contact with athletes or participants should be to:

- Develop sport skills.
- Treat an injury.
- Prevent or respond to an injury.
- Meet the specific requirements of the sport.

All physical contact by personnel should fulfil the following criteria:

- Physical contact should be appropriate for the development of the sport and skills only.
- Permission from the athlete or participant should always be sought.
- Athletes or participants should be congratulated or comforted in public not in an isolated setting.

Avoid being alone with an athlete

To protect yourself and the athlete from risk:

- Do not isolate yourself and an athlete and avoid being alone with any particular athlete.
- If an athlete approaches you and wants to talk to you privately about a matter, do so in an open area and in sight of other adults (eg. other coaches, officials or parents/guardians).
- Before going into change rooms knock or announce that you will be coming in. Try to have at least one adult with you in a change room with athletes

Bullying

What is bullying?

Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength (eg. physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved. In a sports context bullying can take many forms, for example:

- a parent telling their child that they are incompetent, hopeless, useless, etc.;
- a coach alienating an athlete (adult or child);
- several people ganging-up on an individual team member;
- spectators verbally abusing athletes from the opposition;
- an athlete calling a referee names and using put-downs;
- a parent intimidating a young coach.

Bullying can be a 'one-off' incident, but usually involves repeated actions or incidences. It can occur everywhere: at home, school, work, playgrounds, while participating in sport, when using public transport or walking to or from home. An individual may bully their victim face to face or use technology such as a mobile phone or computer.

Types of bullying

Bullies may use one or several types of bullying to hurt their victim.

1. **Physical** - pushing, shoving, punching, hitting, kicking, taking away a person's belongings (this may also constitute assault).
2. **Verbal** - name calling, banter, threatening, teasing, intimidating, yelling abuse, using put-downs.
3. **Psychological** - ganging up, preventing a person from going somewhere, taking a person's possessions, sending hostile or nasty emails or text messages.
4. **Socially** - excluding, alienating, ignoring, spreading rumours.

Bullying behaviour is damaging to all involved: the bully, victim, family members, those that witness the behaviour and the sporting organisation involved. Athletes, parents, coaches,

administrators and sporting organisations all have an ethical (and possibly a legal) responsibility to take action to prevent bullying occurring in sport and manage it, should it occur.

Disciplinary measures

Subject to contractual and employment requirements, if a finding is presented to the SynchroWA Committee that an individual has breached this policy, disciplinary measures within the SynchroWA Membership Protection Policy will be adhered to. Please reference SynchroWA's Member Protection Policy for further information.