



POLICY – CODES OF CONDUCT

CONTENTS

- General code of conduct
- Competitor code of conduct
- Coach code of conduct
- Team official and support staff code of conduct
- Team manager code of conduct
- Parent/guardian code of conduct
- Technical official code of conduct
- Administrator code of conduct
- Spectator code of conduct
- Training program deliverer code of conduct

Synchro WA recognises that society expects high standards of behaviour from all people involved in sport, upholding the principles of **fairness, respect, responsibility** and **safety** at all levels.

Fairness - Operating within the spirit of the rules, never taking an unfair advantage and making informed and honourable decisions at all times.

Respect - Recognising the contribution people make to sport, treating them with dignity and consideration. Taking care of property and equipment.

Responsibility - Taking responsibility for one's actions and always being a positive role model.

Safety - Promoting healthy and safe procedures at all times, preventing and reporting dangerous behaviour and demonstrating concern for others.

General code of conduct

Synchro WA promotes the following codes of conduct to all people involved in any way with the sport, particularly those responsible for activities involving members under the age of 18 years.

- Respect the rights, dignity and worth of others.
- Be ethical, considerate, fair and honest in all dealings with other people and organisations.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to provide quality service.
- Operate within the rules and spirit of the sport, including national and international guidelines.
- Understand the possible consequences of breaching the member or child welfare policies.
- Immediately report any breaches of the member or child welfare policies to appropriate authorities.
- Refrain from any form of abuse, harassment, victimisation or discrimination toward others.
- Refrain from any intimate relations with members over whom they have power or a supervisory role.
- Provide a safe environment for the conduct of all activities.
- Show concern and caution toward others who may be sick or injured.
- Be a positive role model.

Competitor code of conduct

- Abide by the general code of conduct.
- Follow the rules of Synchro WA and Artistic Swimming Australia Inc at all times.
- Give your best at all times.
- Never argue with an official. Use the appropriate rules and guidelines to resolve a dispute.
- Control your temper. Verbal or physical abuse is not acceptable.
- Work equally hard for yourself and/or your team.
- Be a good sport. Applaud good performances whether they are from your team or the opposition.
- Treat all participants, as you would like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coaches, team mates, opponents, management, event staff and officials.
- Participate for your own enjoyment and benefit, not to satisfy the expectations of others.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnicity, cultural background or religion.

Coach code of conduct*

- Abide by the general code of conduct.
- Be responsible for matters concerning the coaching, training and development of members.
- Help each person (athlete, official etc) to reach their potential. Show respect for the talent, developmental stage and goals of each person. Encourage with positive support and feedback.
- Be honest and do not allow your qualifications to be misrepresented.
- Maintain a 'duty of care' towards others at all times and accountability for matters relating to training and competition.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Have a sound working knowledge of Synchro WA and ASAI 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.

Refer to separate Coach Conduct document for more detailed conduct requirements.

Team official and support staff code of conduct

- Abide by the general code of conduct.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Help each person (athlete, coach etc.) reach their potential - respect the talent, developmental stage and goals of each person. Encourage with positive support and feedback.
- Be honest and do not allow your qualifications to be misrepresented.
- Have a sound working knowledge of Synchro WA and ASAI policies and rules.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.

Team manager codes of conduct

- Abide by the general code of conduct.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Be responsible for the overall welfare and wellbeing of team members and officials when traveling with a team.
- Maintain a duty of care towards team members and accountability for the management of the team.
- Have a sound working knowledge of Synchro WA and ASAI policies and rules.
- Foster a collaborative approach to the management of the team.

Parent/guardian codes of conduct

- Abide by the general code of conduct.
- Encourage your child to participate in sport for their individual enjoyment, personal satisfaction, and improvement.
- Focus on your child's effort and performance, rather than winning or losing.
- Encourage your child to abide by the rules and accept judgements made by officials.
- Never ridicule or yell at a child for making a mistake or performing below expectation.
- Be an example to your child and others. Show appreciation of good performances by all participants.
- Support all efforts to remove verbal and physical abuse from the sporting environment.
- Show appreciation and respect for all people involved in your child's sport.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.

Technical official codes of conduct

- Abide by the general code of conduct.
- Encourage all participants to uphold the essence and meaning of sport.
- Be consistent, objective and courteous when making decisions.
- Address unsporting behaviour and promote respect for all competitors.
- Emphasise the spirit of fair competition.
- Promote rule changes to make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up-to-date with the latest rules and guidelines for officiating.
- Place the safety and welfare of the participants above all else.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.

Administrator code of conduct*

- Abide by the general code of conduct.
- Act in good faith and in the best interests of the sport as a whole.
- Maintain appropriate confidentiality with regard to any sensitive and /or commercial information.
- Resolve conflicts fairly and promptly through established procedures.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

**This also applies to directors, officers, employees, and contractors.*

Spectator code of conduct

- Abide by the general code of conduct.
- Remember that people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and effort from all individuals and teams. Congratulate all participants on their performance regardless of the outcome.
- Respect the decisions of officials and teach others to do the same.
- Never ridicule or scold an athlete for making a mistake.
- Show respect for all athletes.
- Encourage competitors to follow the rules and respect the officials' decisions.
- Do not use foul language, sledge or harass competitors, coaches or officials.
- Reject the use of violence in any form by spectators, coaches, officials or competitors.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Training program deliverer code of conduct

- Abide by the general code of conduct.
- Training may be delivered for vocational or instructional purposes to impart knowledge and competencies within the framework of a sporting environment.
- Training program deliverers are expected to maintain high professional standards in the marketing and delivery of education and training services, to protect the interests and welfare of all participants. Deliverers are expected to maintain a learning environment that is conducive to the success of participants.
- Deliverers are expected to market training programs with integrity, accuracy and professionalism, avoiding vague and ambiguous statements.
- Accurate, relevant and up-to-date information regarding curriculum and accreditation requirements is expected to be provided to participants.
- Training program deliverers are expected to be aware of equal employment opportunity principles and practices as they apply to education and training.

For more information, visit <http://synchrowa.org.au>; swimming.org.au or www.playbytherules.net.au