

CODE OF CONDUCT

CODE OF CONDUCT & CLUB POLICIES

It is important to know that any member or swimmer can be dismissed and can face severe consequences if they do not adhere to the Clubs Code of Conduct as well as our swimming governing bodies (Swimming Australia/Victoria) Code of Conduct. This information can be found on the Swimming Australia/Victoria website. No one is to tarnish the Clubs reputation or bring it into disrepute during competitions, squad training and club training camps. A serious breach which may include a criminal conviction and a serious breach of our governing bodies code of conduct will result in instant dismissal. The following points must be understood by all associated with our club:

POLICIES

The following club policies plus the online policies available on the Swimming Victoria and Swimming Australia websites have been adopted as part of the governance process for the Laverton Swimming Club.

PURPOSE

To ensure that all swimmers, members, spectators, officials and volunteers have a very clear understanding of the behavior that is expected from everyone.

Committee Members are required to:

- Be diligent in their role.
- Attend Committee meetings or forward their apology prior to the meeting.
- Treat all people associated with the Club, including members, volunteers, partners, external stakeholders and other Committee Members with respect.
- Always consider the welfare of the Club's members.
- Attend to their fiduciary responsibility and make decisions based on what is best for the Club, not for individual interest or gain.
- Not take advantage of their position on the Committee in any way.
- Declare any Conflicts of Interest as they arrive and act to ensure that these conflicts do not pose a risk to the club.
- Be open to feedback from members and respond appropriately.
- Be honest at all times.
- Act as a positive role model with respect to good sporting behaviour.
- Adhere to the policies and procedures established by the Club.
- Adhere to the legislative requirements of the Club.
- Respect the equipment and resources of the Club and only use these in Club related business.

- Not receive gifts that result in personal financial benefit.
- Always look for opportunities for improved performance of the Club operations and Committee functions.
- Always represent the Club in a professional manner.
- Not speak to the media about any aspect of the Club that could damage the Club or its reputation.

COACHES ARE REQUIRED TO:

- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Support, encourage and involve all players regardless of their talent level.
- Never ridicule or yell at swimmers for errors or poor performance.
- Always consider the wellbeing and safety of swimmers before performance and results.
- Encourage swimmers to value their performances and not just results.
- Encourage and guide swimmers to accept responsibility for their own performance and behavior both in and out of the water.
- Maintain respectful and appropriate relationships with all swimmers.
- Ensure all activities are appropriate to the age, ability and experience of swimmers.
- Promote the positive aspects of the sport (e.g. fair play).
- Always respect the official's decision and support them to carry out their role.
- Display consistently high standards of good sporting behaviour and appearance.
- Follow all guidelines laid down by the national governing body and the Club.
- Hold appropriate valid qualifications before commencing to coach.
- Never condone rule violations or the use of prohibited substances.
- Never smoke or drink alcohol whilst in an official capacity.
- Never use offensive language or behavior.
- To act as a role model at all times.

MEMBERS ARE REQUIRED TO:

- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect swimming rules and adhere to the officials decisions.
- Display good sporting behavior at all times.

- Never use offensive language or behavior towards anyone or engage in sledging or bullying of any person.
- Co-operate with your coach.
- Adhere to club policies.
- Never behave in a manner that would damage the reputation of the club either in or out of the water.

VOLUNTEERS AND SPECTATORS ARE REQUIRED TO:

- Act as good role models and ambassadors for the club at all times.
- Never use offensive language or behavior.
- Treat everyone including competitive swimmers with respect regardless of their gender, ability, cultural background or religion.
- Display consistently high standards of good sporting behavior including respecting the official's decisions.
- Adhere to and support the Club policies.
- Be trustworthy.