

JULY 2023

SMNE CODE OF BEHAVIOUR POLICY

The Essence of Australian Sport

In Australia we are proud of our sporting ability and our reputation as a nation of good sports. Our organisation expects high standards of behaviour from all people involved in sport, and it is vital the integrity of sport is maintained. At every level of sport, the principles of fairness, respect, responsibility and safety should be maintained.

Swimming Metro North East Inc is, at all levels, committed to upholding the principles of:

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 that people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use. Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion. Do not tolerate abusive, bullying or threatening behaviour.

Responsibility

Taking responsibility for one's actions and being a positive role model at all times.

Safety

Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, while demonstrating concern for others.

Our organisation is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a meet, training or other event will not be tolerated.

General Behavioural Guidelines

Swimming Metro North East Inc promotes the following behavioural guidelines to all people involved in any way with the sport of swimming, particularly those responsible for activities involving members under the age of 18 years. These behavioural guidelines highlight the principles and values of Swimming Australia and Swimming NSW and are the core principles of the National Integrity Framework and Safe Sport Framework policies.

As a person involved in any way with the sport of swimming, the following standard of behaviour is expected.

- 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 providing quality service
- Be aware of Swimming Australia's and Swimming NSW's standards, rules and policies
- Operate within the rules and spirit of the sport, including the national and international guidelines that govern Swimming Australia
- Understand the possible consequences of breaching National Integrity Framework and Safe Sport Framework Policies
- Immediately report any breaches of the National Integrity Framework and Safe Sport Framework Policies to the appropriate authority
- Refrain from any form of abuse towards others
- Refrain from any form of harassment toward others
- Refrain from any form of discrimination toward others
- Refrain from intimate relations with members whom they have a supervisory role or power over
- Refrain from any form of victimisation toward others.
- Provide a safe environment for the conduct of activities in accordance with any relevant Swimming Australia policy
- Show concern and caution toward others that may be sick or injured
- Be a positive role model

Competitor Behavioural Guidelines

- Abide by the General Behavioural Guidelines
- Follow the rules of Swimming Australia, Swimming NSW, and Swimming Metro North East 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 made by your team or the opposition
- Treat all swimming 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.

Team Manager Behavioural Guidelines

- Abide by the General Behavioural Guidelines
- Maintain the required standard of accreditation and/or licensing of professional competencies
- Be responsible for the overall welfare and well being of team members and officials when travelling 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 Swimming Australia, Swimming NSW, and Swimming Metro North East policies and rules
- Foster a collaborative approach to the management of the team.

Coach Behavioural Guidelines

- Abide by the General Behavioural Guidelines
- Be responsible for matters concerning the coaching, training and development of members
- Help each person (athlete, official etc.) reach their potential – respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback
- Be honest and do not allow your qualifications to be misrepresented.
- Maintain a ‘duty of care’ towards others 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 Swimming Australia, Swimming NSW and ASCTA 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.

Team Official Behavioural Guidelines*

- Abide by the General Behavioural Guidelines
- Maintain the required standard of accreditation and/or licensing of professional competencies
- Help each person (athlete, official etc.) reach their potential - respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback
- Be honest and do not allow your qualifications to be misrepresented
- Have a sound working knowledge of Swimming Australia and Swimming NSW policies and rules
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person’s skill development

*This also applies to team support staff (eg. medical, physiotherapy, sports science and dietician staff).

Technical Official Behavioural Guidelines

- Abide by the General Behavioural Guidelines
- Encourage all participants to uphold the 'essence 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 that will 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
- Give every participant a 'fair go' regardless of their gender, ability, ethnicity, cultural background or religion.

Administrator Behavioural Guidelines*

- Abide by the General Behavioural Guidelines
- Act in good faith and in the best interests of the sport as a whole
- Maintain confidentiality in regards to 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.

Training Program Deliverer Behavioural Guidelines

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 their training programs with integrity, accuracy and professionalism, avoiding vague and ambiguous statements.

Accurate, relevant and up-to-date information regarding curriculum and accreditation requirements are expected to be provided to participants prior to commencing a training program.

Training program deliverers are expected to be aware of Equal Employment Opportunity principles and practices as they apply to education and training.

Honour the sport

- Act within the rules and spirit of our sport.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, coaches and administrators.
- Show respect and courtesy to all involved with the sport.
- Display responsible behaviour in relation to alcohol and other drugs.