

BEHAVIOURAL
GUIDELINES
FOR
CLOVERCREST
SWIMMING
CLUB

GENERAL BEHAVIOURAL GUIDELINES

Through this policy Clovercrest Swimming Club aims to ensure that

- our core values, good reputation and positive behaviours and attitudes are maintained.

Clovercrest Swimming Club promotes the following behavioural guidelines to all people involved in Clovercrest Swimming Club in any way, particularly those responsible for activities involving members less than 18 years of age.

These behavioural guidelines highlight the principles and values of not only Clovercrest Swimming Club but also Swimming Australia and the core principles of the Member Welfare and Child Welfare Policies.

- All members are to be treated fairly.
- All athletes have the right to swim without discrimination, bullying, harassment and/or prejudice due to :
 - age
 - race
 - religion
 - gender
 - disability
 - ability

to the best of their ability.

- Clovercrest Swimming Club expects high standards of behaviour from all its members. At every level of swimming, the principles of fairness, respect, responsibility and safety should be maintained.

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 swimming, treating them with dignity and consideration, as well as caring for the facilities, property and equipment they use.

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.

EXPECTATIONS:

- 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.
- Be aware of Swimming Australia's standard rules and policies (www.swimming.org.au)
- Operate within the rules and spirit of the sport, including national and international guidelines that govern Swimming Australia.
- Refrain from any form of abuse towards others whether: physical, emotional, verbal or neglect.
- Refrain from any form of harassment towards others:

Harassment is any type of behaviour that the other person does not want, that is offensive, abusive, belittling or threatening, is unwelcome and of a type that a reasonable person would recognise as unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated.

- Harassment includes Bullying:

Bullying means any form of taunting or aggression with the intent to cause harm to the victim. It may be physical or emotional. Bullying can occur: in person, by email, SMS, social media such as Facebook or other means.

- Refrain from any form of discrimination towards others which can include but is not limited to harassment:

Discrimination means treating, proposing to treat or requesting, assisting, instructing or encouraging another person to treat a person less favourable than someone else on the basis of an attribute or personal characteristic they have.

- Refrain from any form of victimisation towards others.
- Provide a safe environment for the conduct of activities in accordance with any Swimming Australia policy.
- This policy requires that any person who knows or reasonably suspects that a Child is or has been the victim of Child Abuse by someone involved in or related to swimming MUST report it immediately to the Police and the Clovercrest Swimming Club's Child and Member Protection Officer.
- Show concern and caution towards others that may be sick or injured.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnicity, cultural background or religion.
- Be a positive role model.

COMPETITOR BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Follow the rules of Swimming Australia 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, event staff and officials.
- Participate for your own enjoyment and benefit, not to satisfy the expectation of others.
- Athletes must not take or use drugs or stimulants or participate in other practices prohibited by the World Anti-Doping Authority (WADA), the International Olympic Committee (IOC), FINA and /or the Australian Sports Anti-Doping Authority (ASADA).

- Athletes acknowledge that Clovercrest Swimming Club has a "Dry Team Policy" which means that while the athlete is assembled to prepare for, attend and participate in an event you must not:
 1. drink alcohol
 2. take any illicit drug or any drug which is an illegal drug in any state or territory in Australia or in any country in which the event is being held.
- Club T-shirt must be worn to all medal presentation ceremonies. If another team contract has been entered into then you must follow that uniform policy, for example SASI.

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 feedback and support.
- Be honest and do not allow your qualifications to be misrepresented.
- Maintain a 'duty of care' toward 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 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.
- Ensure equipment and training schedules are modified to suit the age, ability and maturity level of the young swimmer.
- Police Clearance as stipulated by Swimming SA guidelines.

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's policies and rules.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.
- Police Clearance as stipulated by Swimming SA guidelines.

TEAM MANAGER BEHAVIOURAL GUIDELINES

- Abide by General Behavioural Guidelines.
- Police Check as stipulated by Swimming SA guidelines.
- Be responsible for the overall welfare and well-being of team members and officials when travelling with a team.
- Maintain a 'duty of care' toward team members and accountability for the management of the team.
- Have a sound working knowledge of Swimming Australia's policies and rules.
- Foster a collaborative approach to the management of the team.

PARENT/GUARDIAN BEHAVIOURAL GUIDELINES

- Abide by General Behavioural Guidelines.
- 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 the judgement made by officials.
- Never ridicule or yell at a child for making a mistake or performing below expectations.
- Be an example to your child and others. Appreciate good performances by all participants.
- Support all efforts to remove verbal and physical abuse for the sporting environment.
- Show appreciation and respect for all people involved in your child's swimming.

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 latest rules and guidelines for officiating.
- Place safety and welfare of the participants above all else.
- Police Checks as stipulated by Swimming SA guidelines.

ADMINISTRATOR BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Principles
- 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.
- do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Committee members to hold valid police checks as per Swimming SA guidelines.
- Committee members to compete "Play by the Rules" course.
- Create pathways for young people to participate in sport not just as player but as coach, referee, administrator, mentor etc.
- Resolve conflicts fairly and promptly through established procedures. All conflicts / grievances to be directed to Clovercrest Swimming Club's Child and Member Protection Officer who will follow Swimming SA's grievance guidelines.

SPECTATOR/VOLUNTEER BEHAVIOURAL GUIDELINES

- Abide by the *General Behavioural Guidelines*.
- Remember that people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performances and efforts 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. Positive comments are motivational.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or competitors.
- Show respect for all athletes.
- Encourage competitors to follow the rules and the official's decision.
- Do not use foul language, sledge or harass other competitors, coaches or officials.

I,, parent of.....
have read and understood Clovercrest's Behavioural Guidelines.
I will abide by these guidelines for the duration of my
membership with Clovercrest Swimming Club.

----- Name
----- Signature
----- Date

If under 18 years of age:

I,, have had a parent/guardian
explain Clovercrest's Behavioural Guidelines to me.
I will abide by these guidelines for the duration of my
membership with Clovercrest Swimming Club.

----- Name
----- Signature
----- Date