



HOPPERS CROSSING SWIMMING CLUB CODE OF CONDUCT

The Hoppers Crossing Swimming Club expects that those associated with the Club will conduct themselves accordingly at all times. We have adopted a Code of Conduct for all Club swimmers, parents, coaches, administrators and volunteers. This is the behavioural standard that is expected from all members within our club.

It is expected that all members and their families are committed to these.

For Swimmers:

- Respect the rights, dignity and worth of all individuals in any environment where you are representing the Hoppers Crossing Swimming Club.
- Be aware of, and conduct yourself within, Hoppers Crossing Swimming Club's rules, standards and policies as well as those governing the sport.
- Never argue with an official or a volunteer regardless of the decision made. Respect their role and efforts and use the appropriate rules and guidelines to resolve a dispute.
- Not engage in any bullying, verbal abuse, intimidation or physical abuse, or be unduly disparaging of others whether in person, or on social media.
- Contribute to a positive and supportive team environment by working equally hard for yourself and for your Club.
- Take personal responsibility for your behaviours and actions at all times when participating in Hoppers Crossing Swimming Club activities.
- Support your coaches and team mates whilst also co-operating with opponents, management, event staff and officials.
- Participate for your personal fulfilment, enjoyment and fun, not to satisfy the expectations of others.
- Respect the facilities, equipment and resources that the Club has provided for use to support your swimming improvement.
- Refrain from unwanted and unnecessary physical contact with others in the squad and respect cultural and gender boundaries at all times.

For Parents:

- Respect the rights, dignity and worth of all individuals in dealings connected with the Club swimming environment.
- Encourage your child to participate in sport for their individual enjoyment and personal fulfilment.

- Focus on your child's effort and performance, rather than winning or losing, ensuring you do not openly compare or criticise your child, other children or parents.
- Encourage your child to abide by the rules and accept judgements made by officials.
- Trust others and respect decisions made in relation to the development, encouragement and directions for your child.
- Appreciate and value the roles undertaken, the contributions made, and the efforts of volunteers throughout the Club.
- Take personal responsibility for your own actions and behaviours at all times whilst involved in Hoppers Crossing Swimming Club activities.
- Show trust and respect to coaches and administrators, ensuring that matters are raised in the appropriate forum and at the applicable time and place.
- Refrain from any form of abuse, intimidation, harassment or discrimination towards any other parents, club members or staff.
- Consider and respect all rules relating to facilities access, equipment and resources that the Club has provided for your child to enhance their swimming development.

For Coaches:

- Respect the rights, dignity and worth of all individuals in dealings connected with the Club swimming environment.
- Be responsible and approachable to parents on matters concerning the coaching, training and development of individual swimmers.
- Provide leadership to help each swimmer reach their potential by respecting the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Model and encourage honesty and fairness as the basis of decisions and ensure that decisions relating to swimmer development are made without bias and can be justified in an objective and reasonable manner.
- Ensure that the physical and emotional welfare of swimmers in the training and competition setting is at the heart of swimmer development.
- Refrain from any form of abuse, intimidation, harassment or discrimination towards any swimmer, parent or staff member.
- Maintain a sound working knowledge of Hoppers Crossing Swimming Club policies, rules and coaching techniques.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the swimmer's skill development and in accordance with the Hoppers Crossing Swimming Club Child Safe Policy.
- Actively engage with parents and foster a climate of mutual support and respect between squad members and coaches.
- Take responsibility for ensuring that swimmers utilise venues, facilities and equipment in accordance with the expectations and requirements of those venues.

For Club Administrators:

- Respect the rights, dignity and worth of all individuals involved with the Hoppers Crossing Swimming Club environment.

- Refrain from any form of abuse, intimidation, harassment or discrimination towards any parent, club members or staff member.
- 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 with good intent and where possible implement and follow established and consistent procedures.
- Not allow prejudice, conflict of interest or bias to affect objectivity or professionalism.
- Ensure that provision of a safe environment is at the heart of all activities, events and programs planned and conducted by the Club.
- Accord with relevant Hoppers Crossing Swimming Club policies in support of consistent and accountable processes to guide club operations.
- Be approachable and actively listen to the feedback received from Club members.
- Encourage the involvement of positive and passionate people in the activities, events and directions of the Club.

For Volunteers:

- Respect the rights, dignity and worth of all other individuals associated with the Club and the Clubs connection to the sport.
- Refrain from any form of abuse, intimidation, harassment or discrimination towards any swimmer, parent or staff member.
- Ensure that the safety and welfare of all swimmers remains the priority in the planning and conduct of all swimming activities and events.
- Foster a collaborative approach to the management of the Club's teams, avoiding decisions or actions made in the interests of your child.
- Apply fair, equitable and accountable principles to the engagement with participants in activities or events associated with team trips.
- Immediately report any breaches of the Policies to the appropriate authority or responsible person.
- Encourage all participants to uphold the 'essence of sport' and call out any inappropriate behaviour by participants, parents or other volunteers.
- Be empathetic, consistent and objective when making decisions affecting others.
- Address unsporting behaviour and promote respect for all competitors.
- Give every participant a 'fair go' regardless of their gender, ability, ethnicity, cultural background or religion.