



Code of Conduct

1. Reason for this Code

This code covers the conduct of all Tawa Swimming Club members and all connected people as covered in point 2. It defines the expected behaviour the Club has of its members and all persons involved with the Club. It encourages a positive environment for the Club to function in.

2. Who this Code applies to

The following Code of Conduct applies to all SNZ Members and persons participating/connected to SNZ activities, i.e. TAWA SWIMMING CLUB MEMBERS.

3. Responsibilities

All Tawa Swimming Club members and persons involved with the Club shall conduct themselves by abiding by the following requirements:

- Respect the rights, dignity and worth of others;
- Be fair, considerate, and honest in all dealings with others;
- Be professional in, and accept responsibility for, their actions;
- Make a commitment to providing quality service and performance;
- Be aware of, and maintain, an uncompromising adherence to standards, rules, regulations, and policies;
- Operate within the Constitution, Regulations, Policies and Procedures of SNZ and World Aquatics;
- Abide by the Sports Anti-Doping Policy;
- Understand the possible consequences of breaching the Code of Conduct;
- Refrain from any form of abuse towards others;
- Refrain from any form of harassment towards others;
- Refrain from any form of discrimination towards others;
- Refrain from any form of victimisation towards others;
- Provide a safe environment for the conduct of the activity;
- Show concern and caution towards others who may be sick or injured;
- Be a positive role model;
- To not provide comment to any media on behalf of Swimming NZ Inc;
- To not speak to any media or post on social media in a negative way regarding Tawa Swimming Club or Swimming NZ Inc;
- Never act in any way that may bring disrepute or disgrace to SNZ members, its stakeholders and/or its sponsors, potential sponsors and/or partners.

Swimmers Will:

- Agree to abide by the Code of Conduct;
- Never argue with or verbally abuse an official and always use the appropriate rules and guidelines to resolve a dispute;
- Not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with swimming events and/or swimming results in which they are participating or have been directly involved in;
- Conduct themselves in a sportsman-like manner and respect fellow swimmers, coaches, managers, staff, officials, and the achievement of opponents;
- Not bully or take an unfair advantage of another competitor;
- Co-operate with their coach, manager, teammates and opponents;
- Comply with training, competition, curfew, and behaviour requirements directed by SNZ, while in camp or on tours.

In our commitment to fostering a safe and healthy environment for all members, Tawa Swimming Club enforces a strict smoke/vape-free policy within our premises and during all club-related activities. This policy applies to all members, visitors, and staff, regardless of age.

Parent/Guardian will:

- Agree to abide by the Code of Conduct;
- Remember that children participate in sport for their enjoyment, not for the parent/guardian;
- Encourage children to participate, and not force them;
- Focus on the child's efforts and performance rather than winning or losing;
- Encourage children to always compete according to the rules and to settle disagreements without resorting to hostility or violence;
- Never ridicule or yell at a child for making a mistake losing a competition;
- Remember that children learn best by example;
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect officials' decisions and teach children to do likewise;
- Show appreciation for coaches, officials, and administrators;

Any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the SNZ Constitution, Regulations, and policies.

Your Coach will:

- Agree to abide by the Code of Conduct;
- Respect the rights, dignity and worth of every individual athlete as a human being;
- Respect the talent, developmental stage, and goals of each athlete in order to help each athlete reach their full potential;
- Not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with swimming events and/or swimming results in which they are participating or have been directly involved in;
- Maintain a high standard of integrity;
- Operate within the rules of the sport and in the spirit of fair play, while encouraging their athletes to do the same;

- Advocate a sporting environment free of drugs and other performance enhancing substances within the Drug Free Sport New Zealand guidelines;
- Not disclose any confidential information relating to their athletes without written prior consent;
- Be a positive role model for the sport and athletes and act in a way that projects a positive image of coaching;
- Be fair, considerate, and honest with all athletes;
- Encourage and promote a healthy lifestyle - refrain from smoking, vaping, and drinking alcohol around athletes.

Team Managers will:

- Agree to abide by the code of conduct;
- Be responsible for the overall welfare and well-being of team members and officials when travelling with a team;
- Not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with swimming events and/or swimming results in which they are participating or have been directly involved in;
- Maintain a ‘duty of care’ towards team members and be accountable for the management of the team;
- Have a sound working knowledge of SNZ Constitution, Regulations, and Policies, and ensure that the conduct of the affairs of the team is in accordance with these and or any other policies and guidelines determined by SNZ;
- Foster a collaborative approach to the management of the team.

4. Breach of Code

It is a breach of this Code for any person to which this Code applies to have been found to have not abided by the above responsibilities.

In cases of breaches, Tawa Swimming Club’s officials will discuss the breach/es and one or more forms of discipline may be imposed. These may include paying a fine, being suspended or de-registered from the club.

In the case of sexual misconduct and/or extreme abuse, these will be dealt with by Tawa Swimming Club’s officials and will be reported to the police.

This Code comes into effect immediately, it shall be reviewed annually.

Code approved at Committee Meeting of the Tawa Swimming Club held in August 2024.

This Code was updated and confirmed at the Committee meeting of Tawa Swimming Club held in August 2024.



Signed: _____
 President
 Tawa Swimming Club

