

Code of Conduct for Swimmers

The Code of Conduct for Swimmers applies to all Club swimmers in situations where they are representing the Nunawading Swimming Club, whether in training, in competition or on teams. The Code guides the expected behaviours of swimmers when engaging with coaches, other participants, parents, officials, event organisers and other parties.

1. Respect the rights, dignity and worth of all individuals in any environment where you are representing the Nunawading Swimming Club.
2. Be aware of, and conduct yourself within, Nunawading Swimming Club's rules, standards and policies as well as those governing the sport.
3. 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.
4. Bullying, verbal abuse, intimidation, physical abuse or unduly influencing others has no place within Nunawading Swimming Club and is not acceptable whether in person, or on social media.
5. Contribute to a positive team culture and team excellence by working equally hard for yourself and for your swim team.
6. Take personal responsibility for your behaviours and actions at all times when within the Nunawading Swimming Club environment.
7. Support your coaches and team mates whilst also co-operating with opponents, management, event staff and officials.
8. Participate for your own fulfilment, enjoyment and fun, not to satisfy the expectations of others.
9. Respect the facilities, equipment and resources that the Club has negotiated and provided for your use to support your swimming improvement, including the people associated with those settings.
10. Refrain from unwanted and unnecessary physical contact with others in the squad and respect cultural and gender boundaries at all times.

Code of Conduct for Parents

The Code of Conduct for Parents applies to parents and guardians in situations where they are acting as representative of or in the environment of the Nunawading Swimming Club. The Code guides the expected behaviours of parents when engaging with their own children, coaches, other participants and parents, officials, event organisers and other parties.

1. Respect the rights, dignity and worth of all individuals in dealings connected with the Club swimming environment.
2. Encourage your child to participate in sport for their individual enjoyment and personal fulfillment.
3. Focus on your child's effort and performance, rather than winning or losing. Do not openly compare or criticise your child, other children or parents.
4. Encourage your child to abide by the rules and accept judgements made by officials.
5. Trust others and respect decisions made in relation to the development, encouragement and directions for your child.
6. Appreciate and value the roles undertaken, the contributions made, and the efforts of volunteers throughout the Club.
7. Take personal responsibility for your own actions and behaviours at all times within the Nunawading Swimming Club and general swimming environment.
8. Show trust and respect to coaches and administrators, ensuring that matters are raised in the appropriate forum and at the applicable time and place.
9. Refrain from any form of abuse, intimidation, harassment or discrimination towards any other parents, club members or staff.
10. 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.

Code of Conduct for Coaches

The Code of Conduct for Coaches applies to paid coaching staff or volunteer interns in situations where they are acting as representative of the Nunawading Swimming Club. The Code guides the expected behaviours of coaches when engaging with participants, members, parents, officials, event organisers and other parties.

1. Respect the rights, dignity and worth of all individuals connected with the Club and the swimming environment.
2. Be responsible and approachable on matters concerning the coaching, training and the development of individual swimmers.
3. 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.
4. Encourage honesty and fairness to be 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.
5. Ensure that the physical and emotional welfare of swimmers in the training and competition setting is at the heart of swimmer development.
6. Uphold the required standard of accreditation and licensing of professional competencies and seek additional avenues for personal development.
7. Maintain a sound working knowledge of Nunawading Swimming Club policies, rules and coaching techniques.
8. 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 Nunawading Swimming Club Child Safe policy.
9. Actively engage with parents and foster a climate of mutual support and respect between squad members and across the Club membership.
10. Take responsibility for ensuring that swimmers respect and utilise venues, facilities and equipment in accordance with the expectations and requirements of those venues.

Code of Conduct for Volunteers

The Code of Conduct for Volunteers applies to those people that are undertaking volunteer roles within the Nunawading Swimming Club. This includes team managers, technical officials, swim meet helpers, committee members and other roles as appointed representatives of the Nunawading Swimming Club. The Code guides the expected behaviours of volunteers when engaging with competitors, members, parents, officials, event organisers and other parties.

1. Respect the rights, dignity and worth of all other individuals associated with the Club and the Clubs connection to the sport.
2. Maintain the required standard of accreditation and/or licensing of professional competencies.
3. Ensure that the safety and welfare of all swimmers remains the priority in the planning and conduct of all swimming activities and events.
4. Foster a collaborative approach to the management of the team, avoiding decisions or actions made in the interests of your child.
5. Apply fair, equitable and accountable principles to the engagement with participants in activities or events associated with team trips.
6. Immediately report any breaches of the Nunawading Swimming Club Safe Sport and Member Welfare Policies to the appropriate authority or responsible person.
7. Encourage all participants to uphold the 'essence of sport' and call out any inappropriate behaviour by participants, parents or other volunteers.
8. Be empathetic, consistent and objective when making decisions.
9. Address unsporting behaviour and promote respect for all competitors.
10. Give every participant a 'fair go' regardless of their gender, ability, ethnicity, cultural background or religion.

Code of Conduct for Club Administration

The Code of Conduct for Administration applies to Club directors, officers, employees, and contractors undertaking work within the Club environment. The Code contributes to professionalism of parts of the Club and guides the expected behaviours when engaging with members, parents and other parties.

1. Respect the rights, dignity and worth of all individuals involved with the Nunawading Swimming Club environment.
2. At all times seek to provide positive opportunities and experiences for members and people associated with the Club.
3. Act in good faith and in the best interests of the sport as a whole.
4. Maintain confidentiality in regards to sensitive and/or commercial information.
5. Resolve conflicts fairly and with good intent and where possible implement and follow established and consistent procedures.
6. Do not allow prejudice, conflict of interest or bias to affect your objectivity or professionalism.
7. Ensure that provision of a safe environment is at the heart of all activities, events and programs planned and conducted by the Club.
8. Accord with relevant Nunawading Swimming Club policies in support of consistent and accountable processes to guide club operations.
9. Be approachable and actively listen to the feedback received from Club members.
10. Encourage the involvement of positive and passionate people in the activities, events and directions of the Club.