

Ballarat Gold Swimming Club Inc.

Code of Conduct



Code of Conduct

Ballarat Gold Swimming Club is committed to providing a safe, supportive, and respectful environment for all members of our community, including children, young people, and their families. As a proud affiliate of Swimming Australia, we adhere to the highest standards of ethical behaviour and integrity in line with the Swimming Australia Member Protection Policy.

The purpose of this Code of Conduct is to clearly outline the expectations and responsibilities of all members, including staff, volunteers, and participants, in promoting a positive, child-safe environment. This Code of Conduct establishes a framework for appropriate behaviour, ensuring that every member of our Club is treated with dignity and respect and that their safety and well-being are paramount.

At Ballarat Gold Swimming Club, we recognise that child safety is a shared responsibility and are committed to the cultural safety and inclusion of all children, including Aboriginal children and children from culturally and linguistically diverse backgrounds, as well as children with disabilities. We actively promote a culture where the prevention and reporting of abuse is supported and encouraged.

This code of conduct should be read in conjunction with the Swimming Australia Member Protection Policy, the Swimming Australia Code of Conduct and the Ballarat Gold Child Safe Code of Conduct.

- **Prioritises Safety and Well-being:** We are dedicated to creating an environment where all children feel safe, valued, and heard.
- **Encourages Respect and Inclusion:** We foster a culture of respect, embracing diversity and promoting the inclusion of all children and their families.
- **Defines Clear Behavioural Expectations:** We provide clear guidelines on acceptable and unacceptable behaviour to protect the rights and safety of all children.
- **Outlines Reporting Procedures:** We offer straightforward procedures for reporting concerns or breaches of this Code of Conduct, ensuring that every report is taken seriously and acted upon promptly.

By adhering to this Code of Conduct, we affirm our commitment to upholding the values and standards of Swimming Australia and ensuring that Ballarat Gold Swimming Club remains a safe and welcoming place for everyone.

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Code of Conduct for Swimmers

- **Follow the Rules:** Comply with Swimming Australia's policies at all times.
- **Give Your Best:** Strive for excellence, be a good sport, and support your team.
- **Compete Fairly:** Follow all competition conditions and rules.
- **Respect Officials:** Accept decisions and directions from referees, officials, and coaching staff.
- **Control Your Temper:** Manage your emotions and language. Never argue with officials or engage in verbal or physical abuse.
- **Treat Others Well:** Treat all swimmers and participants with respect. Avoid bullying or taking unfair advantage of others.
- **Cooperate:** Work harmoniously with coaches, teammates, opponents, management, event staff, and officials.
- **Respect Everyone:** Honor the rights, dignity, and worth of all participants, regardless of gender, ability, ethnicity, cultural background, or religion.
- **Take Responsibility:** Follow the directions of coaches and the Committee while taking responsibility for your behaviours and actions at all times.
- **Be Considerate:** Avoid congregating around the pool and do not disrupt swimmers during their training sessions.

For Parents/Guardians of Swimmers:

- **Follow the Rules:** Comply with Swimming Australia's policies at all times.
- **Encourage Participation:** Motivate your child to engage in sports for enjoyment, personal satisfaction, and improvement.
- **Focus on Effort:** Emphasise your child's effort and performance rather than the outcome of winning or losing and refrain from comparing your child to other children in the Club.
- **Respect Judgements:** Encourage your child to follow the rules and accept the technical officials' decisions.
- **Trust others:** Trust and respect decisions made in relation to the development, encouragement and directions for your child.
- **Be a Role Model:** Set a positive example by appreciating good performance from all participants.
- **Responsibility:** Take personal responsibility for your own actions and behaviours at all times whilst involved in Ballarat Gold Swimming Club activities.
- **Reject Violence:** Condemn any form of violence, whether from spectators, coaches, officials, or competitors.
- **Eliminate Abuse:** Support efforts to remove verbal and physical abuse from the sport.
- **Show Respect:** Treat all individuals involved in your child's swimming with respect. Respect the coaching staff and their role to coach swimmers and athletes.

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- **Avoid Inappropriate Language:** Refrain from using inappropriate language, sledging, or harassing competitors, coaches, or officials.
- **Value Volunteers:** Recognise the importance of volunteer officials, coaches, and team managers.
- **Welcome New Parents:** Help new parents feel welcomed into the community.

For Administrators/Committee Members:

- **Follow the Rules:** Comply with Swimming Australia's policies at all times.
- **Act in Good Faith:** Prioritise the best interests of the sport.
- **Maintain Confidentiality:** Keep sensitive and/or commercial information confidential.
- **Resolve Conflicts Fairly:** Address conflicts promptly and fairly using established procedures.
- **Avoid Bias:** Ensure objectivity is not compromised by prejudice, conflicts of interest, or bias. Acknowledge interests at every step and record these.

For Coaches:

- **Follow the Rules:** Comply with Swimming Australia's policies at all times.
- **Be Responsible:** Lead coaching, training, and development of members.
- **Support Growth:** Help each person reach their potential by respecting their talent, developmental stage, and goals, and providing positive support and feedback.
- **Be Honest:** Ensure your qualifications are accurately represented.
- **Maintain Duty of Care:** Be accountable for all matters related to training and competition.
- **Keep Accreditation:** Maintain the necessary standard of accreditation and/or professional competencies.
- **Know the Policies:** Have a thorough understanding of Swimming Australia's policies, rules, and coaching techniques.