

Date endorsed: 22 October 2015

## WPSA – CODE OF CONDUCT

### PREAMBLE

Water Polo South Australia recognises that the success of our organisation and sport and the maintenance of the organisation's integrity requires that its Directors and employees pursue the highest standards of ethical conduct at all times.

Water Polo South Australia will act in accordance with the following principles:

#### **Fair Dealing**

Water Polo South Australia will deal fairly with our employees, colleagues, members, players, officials, referees, coaches, suppliers, competitors and stakeholders.

#### **Avoid Conflicts Of Interest**

Water Polo South Australia acknowledges that there may be times when our personal or other interests conflict with those of the organisation. In these circumstances, Water Polo South Australia will take action to remove or manage the conflict, so as to avoid detriment to Water Polo South Australia or any perception of conflict of interest. Directors shall declare their interest and abstain from debate and voting on matters in which they have a declared interest.

#### **Personal Transactions**

Water Polo South Australia Directors or employees will not use the name of Water Polo South Australia (or any of its members) for personal gain.

Water Polo South Australia will not use any information gained from our dealings with Water Polo South Australia for personal gain, nor allow any such information to be used for the personal gain of others. Any equipment, services or facilities made available to Directors or employees by Water Polo South Australia will be used only for properly authorised purposes.

#### **Maintain Confidentiality**

Water Polo South Australia will take care to ensure that confidential information about our employees, colleagues, members, players, officials, referees, coaches, suppliers, competitors and stakeholders is properly protected and not disclosed, except for proper purposes or where required by law.

#### **Compliance with the Law And Company Policies**

Water Polo South Australia will abide by the law and relevant policies at all times.

### **Reporting Of Breaches Encouraged**

Any breaches of this Code, the law or unethical behaviour which becomes known to employees, members, players, officials, referees and coaches must be formally reported to the WPSA Chairperson or the Board as a whole. Any breaches so reported will be properly investigated and appropriate action taken. Persons who report suspected breaches in good faith shall be protected from victimisation.

## **PLAYER'S CODE OF BEHAVIOUR**

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition.
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit so will you.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
- Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team mates and opponents. Without them there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

## **ADMINISTRATOR'S CODE OF BEHAVIOUR**

Includes Committee member, employee, contractor, and appointed officers of Water Polo South Australia, Member Associations and Affiliated Clubs:

- Involve people in planning, leadership, evaluation and decision making related to the activity.
- Give all people equal opportunities to participate.
- Create pathways for people to participate in sport not just as a player but as a coach, referee, administrator etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of players.
- Provide quality supervision and instruction for junior players.
- Remember that people participate for their enjoyment and benefit.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Ensure a code of conduct is available to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.

- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

## **SPECTATOR'S CODE OF BEHAVIOUR**

- Remember that people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams.
- Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decisions of officials and teach people to do the same.
- Never ridicule or scold a player for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- Show respect for your team's opponents. Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass players, coaches or officials.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

## **COACH'S CODE OF BEHAVIOUR**

- Respect the rights, dignity and worth of every human being. Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion.
- Ensure the athlete's time spent with you is a positive one. All athletes are deserving of equal attention and opportunities.
- Treat each athlete as an individual. Respect the talent, development stage and goals of each individual athlete, help each athlete reach their full potential.
- Be fair, considerate and honest with athletes. Be professional and accept responsibility for your actions. Language, manner, punctuality, preparation and presentation should display high standards. Display control, respect, dignity and professionalism to all involved in the sport - this includes opponents, coach's officials, administrators, the media, parents and spectators. Encourage your athletes to demonstrate the same qualities.
- Make a commitment to providing a quality service to your athletes. Maintain or improve your current NCAS accreditation. Seek continual improvement through performance appraisal and ongoing coach education.
- Provide a training program which is planned and sequential. Maintain appropriate records.
- Operate within the rules of your sport. The guidelines of National and International bodies governing your sport should be followed. Please contact Water Polo South Australia for a rule book and any relevant policies. Coaches should educate their athletes on drugs in sport issues in consultation with ASDA.
- Provide a Drug Free Environment - Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulants, or doping practices in respect of any athlete under my coaching and direction and abide by the Anti-Doping Policy of Australia Water Polo Inc or Anti Doping Policy adopted by Australia Water Polo Inc. Coaches should educate their athletes on drugs in sport issues in consultation with ASADA
- Any physical contact with athletes should be:

- appropriate to the situation.
- necessary for the athletes skill development. Refrain from any form of personal abuse towards your athletes. This includes verbal, physical and
- emotional abuse. Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care.
- Refrain from any form of harassment. This includes sexual harassment, racial vilification and harassment on the grounds of disability. You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Provide a safe environment for training and competition. Ensure equipment and facilities meet safety standards. Equipment, rules, training and the environment need to be appropriate for the age of the athletes.
- Show concern and caution towards sick and injured athletes. Provide a modified training program where appropriate. Encourage athletes to seek medical advice when required. Maintain the same interest and support towards sick and injured athletes.
- Be a positive role model for your sport and athletes at all times by refraining from any form of misconduct directed towards any players, coaches, officials, administrators, the media, parents and spectators. Encourage your athletes to demonstrate the same qualities.
- Refrain from inappropriate behaviour towards officials and parents. Refer “Harassment- Free Sport guidelines” available from the Australian Sports Commission.

## OFFICIAL’S CODE OF BEHAVIOUR

Includes Referees, table officials, and appointed officers of Water Polo South Australia, Member Associations and Affiliated Clubs:

- Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability.
- Be professional in your appearance and manner and accept responsibility for all actions taken. Display high standards in language, manner, punctuality, preparation and presentation. Display control, respect dignity and professionalism to all involved with water polo (including athletes, coaches, officials, administrator parents and spectators) and encourage other referees/officials to demonstrate these qualities. Be courteous, respectable and open to discussion and interaction.
- Make a commitment to providing quality service to officiating your state and Water Polo South Australia by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of competencies. Maintain and improve your Australian or SSO Panel Rating.
- Operate within the rules and spirit of water polo. Abide by and respect the regulations governing water polo and sport generally and the organizations and individuals administering those regulations.
- Refrain from any form of personal abuse towards athletes, officials, parents and coaches. This includes verbal and physical abuse.
- Refrain from any form of sexual harassment. This includes explicit, implicit, verbal and non-verbal sexual harassment.
- Provide a Drug Free Environment – Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulates, or doping practices in respect of any athlete under my officiating and direction and abide by the Anti-Doping Policy of Australia Water Polo Inc or Anti Doping Policy adopted by Australia Water Polo Inc. Officials should educate their athletes on drugs in sport issues in consultation with ASADA

- Place the safety and welfare of the participants above all else. Ensure that equipment and facilities meet rule requirements and safety standards.
- Be impartial. Be a positive role model for refereeing and officiating. Show concern and caution towards sick & injured athletes. Encourage inclusivity and access to all areas of officiating. Be a positive role model for refereeing.

## **PARENT/GUARDIAN'S CODE OF BEHAVIOUR**

As a parent/guardian of a player/participant in any activity held by or under the auspices of Water Polo South Australia, a Member, Association or an Affiliated Club, you must meet the following requirements in regard to your conduct during any such activity or event:

- Remember that your child participates in sport for their own enjoyment, not yours.
- Focus on your child's efforts and performance rather than winning or losing.
- Never ridicule or yell at your child and other children for making a mistake or losing a competition.
- Show appreciation for good performance and skillful plays by all players (including opposing players).
- Respect officials' decisions and teach children to do likewise.
- Do not physically or verbally abuse anyone associated with the sport (player, coach, umpire etc).
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background