



WPSA- Code of Conduct (Think Act Play)

Document No: 011

CODE OF CONDUCT (Think Act Play)

The target groups for **Think Act Play** include players, coaches, officials, parents and spectators; essentially the entire Water Polo community.

There are three slogans that underpin the **Think Act Play** program aimed at promoting positive behaviour and respect. Each slogan is relevant to everyone involved in the game.

The slogans include:

Think before you speak: What you say and do shapes the culture of our sport. Your words can influence the way people are seen and treated by others, and the way in which people feel about themselves. It can also impact the way the community perceives our sport. **Remember - what you say matters.**

Act with respect: Showing respect and treating everyone fairly is just as important as the game. No matter who you are or where you come from, treating each other with respect and dignity ensures everyone can enjoy the game. Whether you're playing, coaching or cheering from the sidelines - respect the referee's decision. **Remember - to earn respect you must give it.**

Play in the spirit of the game: The way you play, coach and support says a lot about your character. Playing in the *spirit* of the game is more than just the rules. Players that keep their cool under pressure, even when things are not going their way, have a better chance of winning the game. Coaches that encourage sportsmanship get the best from their players. Parents that set a good example help their children enjoy the game. **Remember - take responsibility for your actions and play in the spirit of the game.**

CODE OF CONDUCT:

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

The following pages detail the codes of conduct that are to be adhered to under all circumstances. There are specific codes of conduct for various people involved in water polo, and anyone employed, or recruited in any capacity by WPSA and its affiliates agrees to adhere to the Code of Conduct(s) relating to them.



WPSA- Code of Conduct (Think Act Play)

Fair Dealing

WPSA will deal fairly with our employees, colleagues, members, players, officials, referees, coaches, suppliers, competitors and stakeholders.

Avoid Conflicts Of Interest

WPSA acknowledges that there may be times when our personal or other interests conflict with those of the organisation. In these circumstances, WPSA will take action to remove or manage the conflict, so as to avoid detriment to WPSA 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

WPSA Directors or employees will not use the name of WPSA (or any of its members) for personal gain. WPSA will not use any information gained from our dealings with WPSA 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 WPSA will be used only for properly authorised purposes.

Maintain Confidentiality

WPSA 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

WPSA will abide by the law and relevant policies at all times.

Reporting Of Breaches Encouraged

Any breaches of the law or unethical behaviour which becomes known to employees must be reported to the relevant manager. Breaches of the law which become known to a Director must be reported to the 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.



WPSA- Code of Conduct (Think Act Play)

COACH CODE OF CONDUCT

The Coach Code of Conduct forms part of the WPAL Member Protection Policy, which WPSA abides by, the Policy can be found on the website at <http://waterpolosa.com.au/about/governance> or www.waterpoloaustralia.com.au

1. Respect the rights, dignity and worth of every human being.
2. Ensure the athlete's time spent with you is a positive one.
3. Treat each athlete as an individual.
4. Provide a drug free environment.
5. Be fair, considerate and honest with athletes.
6. Be professional and accept responsibility for your actions.
7. Make a commitment to providing a quality service to your athletes.
8. Operate within the rules of your sport. Any physical contact with athletes should be:
 - Appropriate to the situation.
 - Necessary for the athlete's skill development.
 - Refrain from any form of personal abuse towards your athletes.
9. Refrain from any form of harassment.
10. Provide a safe environment for training and competition.
11. Show concern and caution towards sick and injured athletes.
12. Be a positive role model for your sport and athletes.
13. Refrain from inappropriate behaviour towards officials and parents.



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OFFICIAL CODE OF CONDUCT

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1. Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability.
2. Be professional in your appearance and manner and accept responsibility for all actions taken.
3. Provide a drug free environment.
4. Make a commitment to providing quality service to officiating in your state and WPA by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of competencies.
5. Operate within the rules and spirit of water polo.
6. Refrain from any form of personal abuse towards athletes, officials, parents and coaches.
7. Refrain from any form of sexual harassment.
8. Place the safety and welfare of the participants above all else.
9. Be impartial.
10. Avoid any situation that may lead to a conflict of interest.
11. Show concern and caution towards sick and injured athletes.
12. Encourage inclusivity and access to all areas of officiating.
13. Be a positive role model for refereeing and officiating.



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ATHLETE CODE OF CONDUCT

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1. Play by the rules.
2. Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition.
3. 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.
4. Work equally hard for yourself and/or your team. Your team's performance will benefit so will you.
5. Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
6. Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
7. Cooperate with your coach, team mates and opponents. Without them there would be no competition.
8. Participate for your own enjoyment and benefit, not just to please parents and coaches.
9. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.



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VOLUNTEER CODE OF CONDUCT

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1. Involve young people in planning, leadership, evaluation and decision making related to the activity.
2. Give all young people equal opportunities to participate.
3. Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc.
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
5. Provide quality supervision and instruction for junior players.
6. Remember that young people participate for their enjoyment and benefit. Do not over emphasise awards.
7. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
8. Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
9. Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
10. Remember, you set an example. Your behaviour and comments should be positive and supportive.
11. Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
12. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.



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PARENT CODE OF CONDUCT

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1. Remember that children participate in sport for their enjoyment, not yours.
2. Encourage children to participate, do not force them.
3. Focus on the child's efforts and performance rather than winning or losing.
4. Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence.
5. Never ridicule or yell at a child for making a mistake or losing a competition.
6. Remember that children learn best by example. Appreciate good performances and skillful plays by all participants.
7. Support all efforts to remove verbal and physical abuse from sporting activities.
8. Respect officials' decisions and teach children to do likewise.
9. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
10. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.



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SPECTATOR CODE OF CONDUCT

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