



Kiwi West Aquatics Inc.

Code of Conduct

Policy #2 (was 1.13)

Rationale

Kiwi West Aquatics has adopted the standards contained within this policy as the minimum level of acceptable behaviour for anyone associated with Club activities whether home or away. Some examples of unacceptable behaviour are also provided. This is not an exhaustive list but rather should be considered as a guide.

Purpose

To provide Kiwi West Aquatics members with guidelines of acceptable behaviour, while also providing some examples of unacceptable behaviour.

Principles

The following principles underpin the Standards of Conduct, expected of our members in person and online:

- act with respect for the safety, health and rights of themselves, their colleagues, the Club and the public
- maintain proper standards of integrity and conduct, and
- compete honestly with pride and in a sporting manner.

Guidelines

1. When considering if the Standards of Conduct have been breached, the following should be considered:
 - was the 'act' intentional, reckless, accidental or based upon an honest but mistaken belief?
 - the nature and circumstances of the incident/activity,
 - the age, maturity, responsiveness and 'history' of the complainant(s),
 - the consequences of the incident/activity on the ability of the member and other club members to fulfil their potential,
 - the impact of the incident/activity or the consequences on relationships of the Club with other clubs, centres, Swimming New Zealand or the general public.

2. Members are expected to maintain appropriate standards of personal behaviour. A breach of behaviour can be categorised as (1) minor misconduct or (2) serious misconduct. The following are some examples of these types of behaviour:
 - a. Minor misconduct
 - continued disobedience of reasonable instructions from the Coach/Tour Manager/Team Manager,
 - breach of safety procedures or standards.
 - b. Serious misconduct
 - Bullying in person or online (as reflected in the club social media policy),
 - vandalism,
 - consuming, or being under the influence of any alcoholic beverage, drugs, or any other substance while under-taking training or if travelling as part of the Club to any meet within New Zealand or on any international tour,
 - any violation of WADA's drug-free code,
 - any act which negatively affects a swimmers' performance or that of another swimmer(s) or has the potential to do so,
 - dishonesty or theft,
 - any violent, threatening, anti-social or unlawful act,
 - any act which could embarrass or threatens the reputation of Kiwi West Aquatics swimming club or West End Aquatics Limited,
 - any form of harassment,
 - behaviour which is offensive to another person whether intentional or not,
 - failing to follow reasonable requests made by any officer of Kiwi West Aquatics,
 - any breach of safety standards or procedures causing injury or potential harm,
 - ignoring the requirements of a written warning.

The above are not exhaustive lists, but merely serve as guide.

If the law is breached in any incident, the New Zealand Police may be informed.

2. Club members should:
 - respect the privacy of individuals,
 - respect the cultural background of members,
 - refrain from discriminating against or harassing other members, with particular reference to the prohibited grounds of discrimination, eg sex, religious belief, ethical belief, colour, race, ethnicity or disability, age, etc
 - avoid behaviour which might endanger or cause stress or anxiety to other members,
 - have due regard to the safety of others.

Conclusion

Kiwi West Aquatics expects all members will act in a way that reflects positively on the Club and the sport of swimming and has adopted these Code of Conduct as a minimum requirement. Failure to observe these Code of Conduct by a Club member will result in disciplinary action (See Policy#3).

Last Updated	12 June 2019
Date Approved	27 November 2019