



# **Code of Conduct**

## Overview

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We all love our sport, but what is equally important is the way the game is played and the manner in which sportsmen/women conduct themselves. Additionally being part of a club community requires each and every one of us, regardless of whether we participate in the competitions to behave appropriately.

Unfortunately, some people fail to live up to the traditional values. Worse still, young people can be influenced and the rest of their lives can be coloured by these experiences.

Young people involved in the club have a right to participate in a safe and supportive environment. Over-zealous parents, boisterous spectators, opinionated competitors and quick-tempered coaches may need to be reminded of appropriate behaviour.

We have based some of our Code of Conduct on the Australian Sports Commissions Codes which have been developed to remind and encourage all Australians involved in sport to support and nurture all our young competitors.

This Code of Conduct identifies a series of key principles on which all members, young and old should base their club involvement. The Code will ensure that young people develop good behaviours and have an enjoyable experience, which will encourage them to remain involved in lifesaving throughout their lives.

### Member's Code of Conduct

- ⌘ Respect the rights, dignity and worth of others.
- ⌘ Be fair, considerate and honest in all dealings with others.
- ⌘ Be professional in, and accept responsibility for, your actions.
- ⌘ Make a commitment to providing quality service.
- ⌘ Be aware of, and maintain an uncompromising adherence to, LSV's standards, rules, regulations and policies.
- ⌘ Operate within the rules of lifesaving including national and international guidelines that govern LSV.

### Competitor's Code of Conduct

- ⌘ Play by the rules
- ⌘ Never argue with an official. If you disagree, ask your Competition Manager to deal with the matter.
- ⌘ Control your temper. Verbal abuse of officials or other competitors, deliberately distracting or provoking an opponent is not acceptable or permitted in our sport.
- ⌘ Work equally hard for yourself and/or your team/club. Your team/club's performance will benefit and so will you.
- ⌘ Be a good sport. Applaud all good results, whether they be from your club, your opponent or another club.
- ⌘ Treat all competitors as you would like to be treated. Do not interfere with, bully or take advantage of another competitor.
- ⌘ Co-operate with your coach, club mates and other participants. Without them there would 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.
- ⌘ Avoid the use of bad language.

### Parent's Code of Conduct

- ⌘ Encourage children to participate if they are interested. However, if a child is not willing, do not force them.
- ⌘ Focus upon the child's efforts rather than the overall outcome of the event. This assists the child in setting realistic goals related to their ability by reducing the emphasis on winning.
- ⌘ Teach children that an honest effort is as important as victory, so that the result of each event is accepted without undue disappointment.
- ⌘ Encourage children to always participate according to the rules and to settle disagreements without resorting to hostility or violence.
- ⌘ Never ridicule or yell at a child for making a mistake or losing an event.
- ⌘ Remember, children are involved in Nippers for their enjoyment, not yours.

- ⌘ Respect officials' decisions and teach children to do likewise. If you disagree with an official, raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, all LSV officials give their time and effort for your child's involvement.
- ⌘ Remember that children learn best by example. Appreciate good performances and efforts by all competitors
- ⌘ Support all efforts to remove verbal and physical abuse at all activities.
- ⌘ Recognise the value and importance of being a volunteer official and/or coach. They give of their time and resources to provide recreational activities for the children and deserve your support.
- ⌘ Demonstrate appropriate social behaviour by not harassing competitors, coaches or officials, smoking in the competition/training area or being intoxicated.
- ⌘ Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- ⌘ Avoid the use of bad language.

### **Administrator's Code of Conduct**

As a club office bearer you should meet the following requirements in regard to your conduct during any club sanctioned activity:

- ⌘ Respect the rights, dignity and worth of others
- ⌘ Be fair, considerate and honest in all dealings with others
- ⌘ Be professional in, and accept responsibility for, your actions. Your language, presentation, manner and punctuality should reflect high standards
- ⌘ Resolve conflicts fairly and promptly through established procedures
- ⌘ Maintain strict impartiality
- ⌘ Maintain a safe environment for others
- ⌘ Be a positive role model for others
- ⌘ Be aware of, and maintain an uncompromising adherence to, club, LSV and national bodies standards, rules, regulations and policies

## **Coach's Code of Conduct**

- ⌘ Remember that members participate for pleasure and winning is only part of the fun.
- ⌘ Never ridicule or yell at a young player for making a mistake or not coming first.
- ⌘ Be reasonable in your demands on competitors' time, energy and enthusiasm.
- ⌘ Operate within the rules and spirit of your sport and teach competitors to do the same.
- ⌘ Ensure that the time competitors spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- ⌘ Avoid overplaying the talented members; the just average need and deserve equal time
- ⌘ Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all competitors.
- ⌘ Display control, respect and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage competitors to do the same.
- ⌘ Show concern and caution towards sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
- ⌘ Obtain appropriate qualifications and keep up to date with the latest coaching practices and principles of growth and development of young people.
- ⌘ Any physical contact with a young person should be appropriate to the situation and necessary for the competitor's skill development.
- ⌘ Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- ⌘ Avoid the use of bad language.

## **Trainer's Code of Conduct**

- ⌘ Encourage young people to develop basic skills in a variety of lifesaving disciplines and discourage over specialisation in one event
- ⌘ Create opportunities to teach appropriate behaviour as well as basic skills
- ⌘ Give priority to free play activities, skill learning and modified events over highly structured competition for nippers
- ⌘ Prepare young people for intra and inter club competition by teaching them basic lifesaving skills
- ⌘ Make young people aware of the positive benefits of participation in lifesaving activities
- ⌘ Keep up to date with training practices and the principles of physical growth and development. Read and use the latest training and teaching resources for junior lifesaving
- ⌘ Help young people understand the differences between the junior competition they participate in and professional lifesaving
- ⌘ Help young people understand that competing by the rules is their responsibility
- ⌘ Give all young people equal opportunities to participate in administration, coaching and officiating as well as competing
- ⌘ Support implementation of the national junior sporting and development programs
- ⌘ Respect the rights, dignity and worth of others
- ⌘ Avoid the use of bad language.

## **Official's Code of Conduct**

- ⌘ Modify rules and regulations to match the skill levels and needs of young people
- ⌘ Compliment and encourage all participants on their efforts.
- ⌘ Be consistent, objective and courteous when making decisions.
- ⌘ Condemn unsporting behaviour and promote respect for all opponents.
- ⌘ Emphasise the "spirit of the game" by using common sense and not over-emphasizing errors.
- ⌘ Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the participants.
- ⌘ Publicly encourage rule changes which will reinforce the principles of participation for fun and enjoyment.
- ⌘ Ensure that your behaviour is consistent with the principles of good sporting behaviour – actions speak louder than words.

- ⌘ Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of young people.
- ⌘ Remember, you set an example. Your behaviour and comments should be positive and supportive
- ⌘ Place the safety and welfare of the participants above all else.
- ⌘ Give everyone a 'fair go' regardless of their gender, ability, cultural background or religion.
- ⌘ Avoid the use of bad language.

### **Spectator's Code of Conduct**

- ⌘ Remember that children participate in sport for fun. They are not participating for the entertainment of spectators only, nor are they miniature professionals.
- ⌘ Applaud good performances and efforts from each competitor. Congratulate all participants upon their performances, regardless of the event outcome.
- ⌘ Respect the officials' decisions. If there is any disagreement, follow the appropriate procedure in order to question the decision and teach the children to do likewise.
- ⌘ Never ridicule or scold a competitor for making a mistake. Positive comments are motivational.
- ⌘ Condemn the use of violence in any form, be it by spectators, coaches, officials or competitors.
- ⌘ Show respect for each participant. Without them there would be no events.
- ⌘ Encourage competitors to follow the rules and the officials' decisions.
- ⌘ Demonstrate appropriate social behaviour by not harassing competitors, coaches or officials, smoking in the competition/training area or being intoxicated.
- ⌘ Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- ⌘ Avoid the use of bad language.

## **Procedures for Dealing with Disputes & Code of Conduct Breaches**

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This document is meant as a guide only. Each individual case will need to be assessed by the Jan Juc SLSC Board at the time of the incident.

### **1. DEFINITIONS**

- 1.1. Member – means a general member of Jan Juc Surf Life Saving Club, either a competitor or his/her parent/guardian.
- 1.2. Board Member – means a person who has been elected or appointed to the current Jan Juc Surf Life Saving Club Board.
- 1.3. Official – means anyone who was acting as an appointed official during the time of competition.
- 1.4. Club Official – means a person who has been elected or appointed to the Jan Juc Surf Life Saving Club.
- 1.5. Competition Manager – means the elected or appointed manager of the Competition Division of Jan Juc Surf Life Saving Club.
- 1.6. Spectator – means someone who is watching the competition/training and is not a Member as defined above.
- 1.7. Member Protection Grievance Officer (MPGO) – means the officer appointed by Jan Juc Surf Lifesaving Club to handle member's grievances and ensure members are protected.
- 1.8. Code of Conduct – is this Code of Conduct produced by the Jan Juc SLSC.

### **2. DISPUTES**

- 2.1. Where a Member sees a problem with how an event is being conducted by an Official he/she shall in the first instance report the problem to their Club Official present on the day, who shall notify the Competition Manager of the problem at once. If the problem appears to be ongoing then the Competition Manager shall ensure that the problem is raised at the appropriate level.
- 2.2. Where a Member feels that an Official is breaking the Code of Conduct then he/she shall in the first instance report this to their Club Official who shall approach the Competition Manager who shall arrange to speak with the Official mentioned and seek an explanation. At this time a verbal warning regarding the Code of Conduct may be given.
- 2.3. If the offence mentioned in sub-clause 2.2 has not been concluded satisfactorily at this stage then the complainant may write to the Competition manager within 14 days of the incident detailing the offence as

reported. The Competition Manager shall then notify the Official in question of the accusation made against them and request written explanation of the incident; such explanation must be received by the Competition Manager within 14 days of the receipt of the Competition Manager's letter. Upon receipt of the Official's explanation the Competition Manager will table both letters at the next Board Meeting.

- 2.4. The Board upon receipt of both letters mentioned in sub-clause 2.3 shall decide upon any penalty to be imposed from those listed in clause 3 of this document. The Competition Manager shall then write within 7 days to both parties notifying them of the Board's decision and their right to appeal that decision within 14 days. If the Competition Manager then receives further correspondence from either party appealing the decision the Competition Manager will notify the Board at its next meeting and will thereafter seek to organise mediation.
- 2.5. Where an Official feels that a Member or Spectator has broken the Code of Conduct then he/she shall report such matter to a Board Member who shall approach the Member/Spectator and give them a verbal warning and ask for their name & address if it is not already known. If this does not finalise the matter then the Board Member shall request the Official to write a formal complaint to the Competition Manager within 14 days of the offence. The Competition Manager shall then write to the Member/Spectator requesting an explanation of their behaviour in writing within 14 days of receipt of the notification. Upon receipt of the explanation the Competition Manager will table both letters at the next Board Meeting
- 2.6. The Board upon receipt of both letters mentioned in sub-clause 2.5 shall decide upon any penalty to be imposed from those listed in clause 3 of this document. The Competition Manager shall then write within 7 days to both parties notifying them of the Board's decision and their right to appeal that decision within 14 days. If the Competition Manager then receives further correspondence from either party appealing the decision the Competition Manager will notify the Board at its next meeting and will thereafter seek to organise mediation.
- 2.7. If an Official/Athlete or Member is threatened with violence, then the offender will be asked to leave the vicinity immediately. The Competition Manager will then write to the offender within 7 days to request a written explanation for their behaviour and shall thereafter follow the procedure for having received a complaint as listed in the above clauses.

### **3. PENALTIES**

The penalties listed herein are suggested and should only be used as a guide.

- 3.1. Swearing;
  - a) Initial offence – verbal caution and request to re-read the Code of Conduct.
  - b) Repeated offence – suspension from Jan Juc SLSC for a period of one (1) week, followed by a public apology to those who may have been offended.
  - c) Persistent offending – suspension from Jan Juc SLSC for the remainder of the season.
- 3.2. Abuse of a Competitor/Official or Member;
  - a) Initial offence – verbal caution, written apology to injured party/s and request to re-read the Code of Conduct.
  - b) Repeated offence – suspension from Jan Juc SLSC for a period of at least two (2) weeks. Suspension only to be lifted if a public apology is freely and sincerely given to the injured party/s.
  - c) Persistent offending – suspension from Jan Juc SLSC for the remainder of the season, along with a suggestion that the offender seek anger management help.
- 3.3. Threatening or Intimidating Abuse of a Competitor/Official or Member;
  - a) Initial offence - Suspension from Jan Juc SLSC until just cause can be shown for reinstatement or until the matter has been settled to the satisfaction of all concerned.
  - b) Repeated offence – Life Ban from Jan Juc SLSC unless just cause can be shown for reinstatement. If just cause can be shown then the offender can be considered to be under probation for not less than one (1) entire year.
- 3.4. Violence / Criminal Offending – Police to be called and the offender charged. Offender to be banned from Jan Juc SLSC for a period not less than one (1) year and upon receipt of an unreserved apology the Board may give consideration to re-admission to the club. Such re-admittance to be considered as probation for not less than two (2) years. Repeated offence – Life ban from Jan Juc SLSC.