



# Behavioural Guidelines

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Australian Government  
Australian Sports Commission

## THE ESSENCE OF AUSTRALIAN SPORT

In Australia we are proud of our sporting ability and our reputation as a nation of good sports. Our society expects high standards of behaviour from all people involved in sport, and it is vital the integrity of sport is maintained. At every level of sport, the principles of fairness, respect, responsibility and safety should be maintained.

Swimming Australia is at all levels, committed to upholding the principles of:

### **FAIRNESS**

Operating within the spirit of the rules, never taking an unfair advantage and making informed and honourable decisions at all times.

### **RESPECT**

Recognising the contribution that people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.

### **RESPONSIBILITY**

Taking responsibility for one's actions and being a positive role model at all times.

### **SAFETY**

Encouraging healthy and safe procedures, preventing and reporting dangerous behaviour, while demonstrating concern for others.



COMPASSION

## GENERAL BEHAVIOURAL GUIDELINES

Swimming Australia promotes the following behavioural guidelines to all people involved in any way with the sport of swimming, particularly those responsible for activities involving members under the age of 18 years. These behavioural guidelines highlight the principles and values of Swimming Australia and are the core principles of the Member Welfare and Child Welfare policies.

As a person involved in any way with the sport of swimming, the following standard of behaviour is expected.

- Respect the rights, dignity and worth of others.
- Be ethical, considerate, fair and honest in all dealings with other people and organisations.
- Be professional in, and accept responsibility for your actions.
- Make a commitment to providing quality service.
- Be aware of Swimming Australia's standards, rules and policies.
- Operate within the rules and spirit of the sport, including the national and international guidelines that govern Swimming Australia.
- Understand the possible consequences of breaching Swimming Australia Member Welfare and Child Welfare Policies.
- Immediately report any breaches of the Swimming Australia Member Welfare and Child Welfare Policies to the appropriate authority.
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment toward others.
- Refrain from any form of discrimination toward others.
- Refrain from intimate relations with members whom they have a supervisory role or power over.
- Refrain from any form of victimisation toward others.
- Provide a safe environment for the conduct of activities in accordance with any relevant Swimming Australia policy.
- Show concern and caution toward others that may be sick or injured.
- Be a positive role model.

## COMPETITOR BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Follow the rules of Swimming Australia at all times.
- Give your best at all times.
- Never argue with an official. Use the appropriate rules and guidelines to resolve a dispute.
- Control your temper. Verbal or physical abuse is not acceptable.
- Work equally hard for yourself and/or your team.
- Be a good sport. Applaud good performances whether they are made by your team or the opposition.
- Treat all swimming participants, as you would like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coaches, team mates, opponents, management, event staff and officials.
- Participate for your own enjoyment and benefit, not to satisfy the expectations of others.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnicity, cultural background or religion.



OPPORTUNITY

## COACH BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Be responsible for matters concerning the coaching, training and development of members.
- Help each person (athlete, official etc.) reach their potential – respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Be honest and do not allow your qualifications to be misrepresented.
- Maintain a 'duty of care' towards others and accountability for matters relating to training and competition.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Have a sound working knowledge of Swimming Australia policies, rules and coaching techniques.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.



LOYALTY

## TEAM OFFICIAL BEHAVIOURAL GUIDELINES\*

- Abide by the General Behavioural Guidelines.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Help each person (athlete, official etc.) reach their potential - respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Be honest and do not allow your qualifications to be misrepresented.
- Have a sound working knowledge of Swimming Australia policies and rules.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.

\*This also applies to team support staff (eg. medical, physiotherapy and dietician staff).

## TEAM MANAGER BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Maintain the required standard of accreditation and/or licensing of professional competencies.
- Be responsible for the overall welfare and well being of team members and officials when travelling with a team.
- Maintain a 'duty of care' towards team members and accountability for the management of the team.
- Have a sound working knowledge of Swimming Australia policies and rules.
- Foster a collaborative approach to the management of the team.



EQUALITY

## PARENT / GUARDIAN BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Encourage your child to participate in sport for their individual enjoyment, personal satisfaction, and improvement.
- Focus on your child's effort and performance, rather than winning or losing.
- Encourage your child to abide by the rules and accept judgements made by officials.
- Never ridicule or yell at a child for making a mistake or performing below expectation.
- Be an example to your child and others. Appreciate good performances by all participants.
- Support all efforts to remove verbal and physical abuse from the sporting environment.
- Show appreciation and respect for all people involved in your child's swimming.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.



*ENJOYMENT*

## TECHNICAL OFFICIAL BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- Encourage all participants to uphold the 'essence of sport'.
- Be consistent, objective and courteous when making decisions.
- Address unsporting behaviour and promote respect for all competitors.
- Emphasise the spirit of fair competition.
- Promote rule changes that will make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up-to-date with the latest rules and guidelines for officiating.
- Place the safety and welfare of the participants above all else.
- Give every participant a 'fair go' regardless of their gender, ability, ethnicity, cultural background or religion.



TRUST



## ADMINISTRATOR BEHAVIOURAL GUIDELINES\*

- Abide by the General Behavioural Guidelines
- Act in good faith and in the best interests of the sport as a whole.
- Maintain confidentiality in regards to sensitive and /or commercial information.
- Resolve conflicts fairly and promptly through established procedures.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

\*This also applies to directors, officers, employees, and contractors.



*SUCCESS*

## SPECTATOR BEHAVIOURAL GUIDELINES

- Abide by the General Behavioural Guidelines.
- 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 outcome.
- Respect the decisions of officials, and teach others to do the same.
- Never ridicule or scold an athlete for making a mistake. Positive comments are motivational.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or competitors.
- Show respect for all athletes. Without them there would be no competition.
- Encourage competitors to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass other competitors, coaches or officials.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



*INTEGRITY*

## TRAINING PROGRAM DELIVERER BEHAVIOURAL GUIDELINES

Training may be delivered for vocational or instructional purposes to impart knowledge and competencies within the framework of a sporting environment.

Training program deliverers are expected to maintain high professional standards in the marketing and delivery of education and training services, to protect the interests and welfare of all participants. Deliverers are expected to maintain a learning environment that is conducive to the success of participants.

Deliverers are expected to market their training programs with integrity, accuracy and professionalism, avoiding vague and ambiguous statements.

Accurate, relevant and up-to-date information regarding curriculum and accreditation requirements are expected to be provided to participants prior to commencing a training program.

Training program deliverers are expected to be aware of Equal Employment Opportunity principles and practices as they apply to education and training.



*FRIENDSHIP*



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