

## Appendix B – WPWAI Code of Conduct

Water Polo Australia (WPA) and Water Polo Western Australia (WPWAI) are committed to the requirements for the protection of the health, safety and wellbeing of all our members. To achieve that, we have a Member Protection Policy, the goal of which is to provide a safe and comfortable environment so that all members can compete and enjoy our great sport in a harassment free environment.

WPA's Member Protection Policy is freely available via both the WPWAI and WPA websites, or on request from WPWAI offices. We require all WPWAI members to abide by its guidelines and processes. WPWAI Website is: <http://www.waterpolowa.asn.au>

A key element of the Member Protection Policy is the Codes of Conduct that apply to all of us, in the varying roles we take.

It is the expectation of WPWAI that all persons associated with our sport abide by the Codes of Conduct detailed below. Serious non-compliance with these guidelines will be referred to WPWAI for formal investigation and resolution under the Member Protection Policy processes.

### Player / Athlete Code of Conduct

· 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 behaviors 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, teammates 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

### Parent / Guardian Code of Conduct

· Remember that children participate in sport for their enjoyment, not yours
· Encourage children to participate, do not force them
· Focus on the child's efforts and performance rather than winning or losing
· Encourage children always to play 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 a competition
· Remember that children learn best by example. Appreciate good performances and skilful plays by all participants
· Support all efforts to remove verbal and physical abuse from sporting activities
· Respect officials decisions and teach children to do likewise
· Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate
· Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion

## Coach Code of Conduct

Respect the rights, dignity and worth of every human being	<i>Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion</i>
Ensure the athlete's time spent with you is a positive one	<i>All athletes are deserving of equal attention and opportunities</i>
Treat each athlete as an individual	<i>Respect the talent, development stage and goals of each individual athlete; help each athlete reach their full potential</i>
Provide a drug free environment	<i>Not advocate, prescribe, recommend, support, administer or participate the use of drugs, stimulants, or doping practices in respect of any athlete under your coaching and direction and abide by the Anti-Doping Policy of Water Polo Australia or Anti-Doping Policy adopted by Water Polo Australia's Coaches should educate their athletes on drugs in sport issues in consultation with ASADA</i>
Be fair, considerate and honest with athletes	<i>Language, manner, punctuality, preparation and presentation should display high standards. Display control, respect, dignity and professional to all involved in the sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage your athletes to demonstrate the same qualities</i>
Be professional and accept responsibility for your actions	<i>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</i>
	<i>The guidelines of National and international</i>

Make a commitment to providing a quality service to your athletes	<i>bodies governing your sport should be followed. Please contact WPA for a rule book and any relevant policies</i>
Operate within the rules of your sport. Any physical contact with athletes should be: <ul style="list-style-type: none"> <li>· Appropriate to the situation</li> <li>· Necessary for the athletes skill development</li> <li>· Refrain from any form of personal abuse towards your athletes</li> </ul> Refrain from any form of harassment	<i>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. 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</i>
Provide a safe environment for training and competition	<i>Ensure equipment and facilities meet safety standards. Equipment, rules, training and the environment need to be appropriate for the age of the athletes</i>
Show concern and caution towards sick and injured athletes	<i>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</i>
Be a positive role model for your sport and athletes. Refrain from inappropriate behavior towards officials and parents	<i>Abuse and insults directed at officials or parents. Refer "Harassment-Free Sport guidelines" available from the Australian Sports Commission</i>

## Referee / Official Code of Conduct

*Includes Referees, volunteer table officials, and appointed officers of WPWAI*

Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability	<i>Display control, respect dignity and professionalism to all involved with water polo (including athletes, coaches, officials, administrators, parents and spectators) and encourage other referees / officials to demonstrate these qualities</i>
Be professional in your appearance and manner and accept responsibility for all actions taken	<i>Be courteous, respectable and open to discussion and interaction</i>
Provide a drug free environment	<i>Not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulants, or doping practices in respect of any athlete under your direction, and abide by the Anti-Doping Policy of WPA</i>
Make a commitment to providing quality service to officiating by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of any competencies	<i>Maintain and improve your ratings</i>
Operate within the rules and spirit of water polo	<i>Abide by and respect the regulations governing water polo and sport generally and the organizations and individuals administering those regulations</i>
Refrain from any form of personal abuse towards	<i>This includes verbal and physical abuse</i>

athletes, officials, parents and coaches	
Refrain from any form of sexual harassment	<i>This includes explicit, implicit, verbal and nonverbal sexual harassment</i>
Place the safety and welfare of the participants above all else	<i>Ensure that equipment and facilities meet rule requirements and safety standards</i>
Be impartial	
Avoid any situation which may lead to a conflict of interest	
Show concern and caution towards sick and injured athletes	
Encourage inclusivity and access to all areas of officiating	
Be a positive role model for refereeing and officiating	

## **Spectator Code of Conduct**

<ul style="list-style-type: none"> <li>· Remember that young people participate in sport for their enjoyment and benefit, not yours</li> </ul>
<ul style="list-style-type: none"> <li>· Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome</li> </ul>
<ul style="list-style-type: none"> <li>· Respect the decisions of officials and teach young people to do the same</li> </ul>
<ul style="list-style-type: none"> <li>· Never ridicule or scold a young player for making a mistake. Positive comments are motivational</li> </ul>
<ul style="list-style-type: none"> <li>· Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players</li> </ul>
<ul style="list-style-type: none"> <li>· Show respect for your team's opponents. Without them there would be no game</li> </ul>
<ul style="list-style-type: none"> <li>· Encourage players to follow the rules and the official's decisions</li> </ul>
<ul style="list-style-type: none"> <li>· Do not use foul language, sledge or harass players, coaches or officials</li> </ul>
<ul style="list-style-type: none"> <li>· Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion</li> </ul>

## **Administrator (Volunteer) Code of Conduct**

*Includes Board & Committee Members, employee, contractor and appointed officers of WPWAI*

<ul style="list-style-type: none"><li>· Involve young people in planning, leadership, evaluation and decision making related to the activity</li></ul>
<ul style="list-style-type: none"><li>· Give all young people equal opportunities to participate</li></ul>
<ul style="list-style-type: none"><li>· Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc.</li></ul>
<ul style="list-style-type: none"><li>· Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players</li></ul>
<ul style="list-style-type: none"><li>· Provide quality supervision and instruction for junior players</li></ul>
<ul style="list-style-type: none"><li>· Remember that young people participate for their enjoyment and benefit. Do not overemphasize awards</li></ul>
<ul style="list-style-type: none"><li>· Help coaches and officials highlight appropriate behavior and skill development and help improve the standards of coaching and officiating</li></ul>
<ul style="list-style-type: none"><li>· Ensure that everyone involved in junior sport emphasizes fair play, and not winning at all costs</li></ul>
<ul style="list-style-type: none"><li>· Give a code of behavior sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it</li></ul>
<ul style="list-style-type: none"><li>· Remember, you set an example. Your behavior and comments should be positive and supportive</li></ul>
<ul style="list-style-type: none"><li>· Support implementation of the National Junior Sport Policy</li></ul>
<ul style="list-style-type: none"><li>· Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action</li></ul>
<ul style="list-style-type: none"><li>· Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion</li></ul>