

MEMBER PROTECTION POLICY
June 2020



DA Strategic Pillar	Governance and Management
Approved By	DA Board
Date Approved	15 June 2020

Policy Contents	
Part A - MPP	Introduction
	Purpose
	Who is bound by this Policy
	Commitment
	Breaches of Policy
Part B – Code of Conduct	Introduction
	Commitment
	Exceptions
	Codes
Part C – Complaints Procedures	Complaints
	Investigation
	Available Actions
	Definitions
	Appendices

PART A - MEMBER PROTECTION POLICY

1. INTRODUCTION

- 1.1 Diving Australia (DA), its Member States (Member States) and other affiliated entities (Clubs), are collectively committed to the health, safety and wellbeing of all its members and is dedicated to providing a safe and inclusive environment for those participating in the sport of Diving. DA, Member States and Clubs will collectively be referred to as DA Entities.
- 1.2 As part of the community, each individual makes a commitment to actively encourage behaviours that promote a supportive and nurturing environment and contribute to DA's vision of being the world's leading diving nation, and our values of excellence, integrity, accountability and respect.

2. PURPOSE

- 2.1 This Policy aims to assist DA to uphold its core values and create a safe, fair and inclusive environment for everyone associated with Diving. It sets out Diving's commitment to ensure that every person involved in Diving is treated with respect and dignity and protected from Bullying, Discrimination, Harassment and Abuse. It also seeks to ensure that everyone involved in Diving is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.
- 2.2 DA is the national governing body for the sport of Diving in Australia.
- 2.3 All DA Entities are committed to the health, safety and general welfare of everyone involved in Diving. That is the purpose for this Policy.
- 2.4 This Policy consists of the following parts:
 - Part A - Member Protection Policy
 - Part B - Code of Conduct
 - Part C - Complaints Procedures
- 2.5 All DA Entities recognise that the responsibility for safeguarding Members including Children or Young People being persons under 18 years of age in Diving (CYP) lies with all those involved in Diving and is not the sole responsibility of any one person at club, state or national level.
- 2.6 This Policy should be read in conjunction with DA's Child Safe Framework. In the event of any inconsistency, with regard to CYP, the Child Safe Framework shall prevail.

3. WHO IS BOUND BY THIS POLICY?

- 3.1 This Policy binds everyone who is involved in Diving including but not limited to:
 - (a) persons appointed or elected to boards, committees and sub-committees
 - (b) volunteers
 - (c) employees
 - (d) support personnel
 - (e) all Members, including all DA Entities, individual Members and life members.

- (f) any other person involved in Diving including but not limited to Participants, parents, guardians, spectators, sponsors and other contracted parties to the full extent possible.

3.2 This Policy will continue to apply to a person, even after they have stopped their association or employment (subject to this Policy's terms) with a DA Entity, if disciplinary action against that person has commenced.

4. COMMITMENT

4.1 All DA Entities will strive to:

- (a) provide a safe environment for everyone involved in Diving
- (b) take an inclusive approach in their activities
- (c) ensure the safety and wellbeing of their Members and CYP in particular.
- (d) In delivering on this commitment to the health, safety and welfare of all, each DA Entity takes seriously its positive obligation to educate and inform everyone involved in Diving of each person's responsibilities to:
 - (i) protect each other, and particularly CYP
 - (ii) create and maintain a Member and child-safe culture and a culture of inclusion and safety that is understood, endorsed and put into action by all.

4.2 Subject to their respective legislative, rules and human resources (employment) frameworks, all DA Entities must:

- (a) adopt, implement and comply with this Policy
- (b) ensure that the constitution, by-laws or other rules and policies include the necessary clauses for this Policy to be enforceable
- (c) publish, distribute and promote this Policy and the consequences of breaches
- (d) promote and model appropriate standards of behaviour at all times
- (e) implement a complaint management system that includes appropriate policies and procedures, clear lines of responsibility, and appropriate delegations
- (f) deal with any breaches or complaints made under this Policy in a sensitive, fair, timely and confidential manner
- (g) apply this Policy consistently
- (h) recognise and enforce any penalty imposed by any DA Entity
- (i) ensure that a copy of this Policy is available or accessible to the persons and entities to whom this Policy applies
- (j) use appropriately trained people to receive and manage complaints and allegations
- (k) monitor and review this Policy regularly.
- (l) Individuals bound by this Policy must:

- (i) make themselves aware of the contents of this Policy and adopt the practices and behaviour
- (ii) comply with all relevant provisions of the Policy, including any codes of conduct and the steps for making a complaint
- (iii) consent to the screening requirements set out in this Policy (if any) and the DA Child Safe Framework, and any state/territory Working with Children Checks (WWCC) if the person has any regular unsupervised contact with a child or young person under the age of 18 or where otherwise required by law
- (iv) place the safety and welfare of children above other considerations
- (v) report any abuse or neglect of children which they become aware of to DA and/or to external authorities responsible for child protection or to police, regardless of whether that abuse is being perpetrated by personnel within Diving, or by those outside Diving including those from the child's family, extended family, their family's extended network or strangers. Any report within Diving must be made by emailing the CEO at integrity@diving.org.au or, more particularly, in accordance with the DA Child Protection Framework.
- (vi) be accountable for their behaviour and
- (vii) comply with any decisions and/or disciplinary measures imposed under or arising from this Policy.

5. BREACHES OF POLICY

- 5.1 Failure to comply with this Policy may be considered a breach and result in disciplinary action in accordance with Diving Australia's policies and procedures. It is a breach of this Policy for any person or organisation bound by this Policy to do anything contrary to this Policy, including but not limited to:
- (a) breaching the Code of Conduct in Part 2
 - (b) bringing Diving, any DA Entity or DA into disrepute, or acting in a manner likely to bring Diving, any DA Entity or DA into disrepute
 - (c) failing to follow the DA Child Safe Framework
 - (d) failing to follow any DA policy or procedure
 - (e) Serious Criminal Conduct
 - (f) discriminating against, harassing or bullying (including cyber-bullying) any person
 - (g) victimising another person for making or supporting a complaint
 - (h) engaging in an inappropriate intimate relationship with a person they supervise, or have influence, authority or power over
 - (i) verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport
 - (j) disclosing to any unauthorised person or organisation any information that is of a private, confidential or privileged nature
 - (k) making a complaint that they know to be untrue, vexatious, malicious or improper

- (l) failing to comply with a penalty imposed after a finding that the individual or organisation has breached this Policy and
- (m) failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

PART B - CODE OF CONDUCT

6. INTRODUCTION

- 6.1 The following Code of Conduct, at clause 9, outlines the expected behavioural guidelines for Members and persons involved in, and interactions between, all such persons in the Diving community.
- 6.2 In addition to the following Code of Conduct, DA has prepared role specific Codes of Behaviour which are attached as Appendices A through F. The role specific Codes are to be read in conjunction with the following Code of Conduct and in the case of any inconsistency, clause 9 shall prevail.
- 6.3 As part of a Member's commitment to observing this Code of Conduct each Member must acknowledge their commitment to the Code of Conduct, wherever practicable.

7. COMMITMENT

- 7.1 The Code of Conduct (Code) should be read in conjunction with:
 - (a) the specific requirements of any role as defined in any position description statement, if applicable
 - (b) the additional role specific Codes of Behaviour (Appendices A through F)
 - (c) relevant Policy and procedure documents
 - (d) the complaint procedures
 - (e) other DA policies and guidelines available on the DA website including, but not limited to, DA's Privacy Policy,
 - (f) all applicable laws in the relevant jurisdiction
 - (g) general community expectations in relation to appropriate behaviour.
- 7.2 All DA Entities may consider a failure to observe the Code as misconduct, and may take appropriate disciplinary action in accordance with relevant rules and regulations including this Policy.

8. EXCEPTIONS

- 8.1 There may be exceptional situations where the Code does not apply, for example, in an emergency situation. It is crucial however that, where possible, authorisation is sought from the relevant DA Entity prior to taking action that may contravene the Code or the relevant DA Entity is advised as soon possible of any incident which may breach the Code.

9. CODE OF CONDUCT

- 9.1 The Code should be followed at all times and by all Members and all people involved in any way with Diving.

General

- 9.2 Members and all people involved in any way with Diving will:

- (a) respect the rights, dignity and worth of others—treat others as you would like to be treated yourself
- (b) be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations
- (c) be professional in, and accept responsibility for your actions
- (d) be aware of and follow - at all times - DA's rules, regulations, policies and procedures and promote those laws, standards, rules, policies and procedures to others
- (e) operate within the rules and spirit of Diving
- (f) understand the possible consequences of breaching the Code and/or this Policy
- (g) report any breaches of the Code or this Policy via email to the CEO at integrity@diving.org.au
- (h) refrain from any form of Bullying, Abuse, Harassment, Discrimination and Victimisation towards others
- (i) raise concerns arising under this Policy through the appropriate channels and in a timely manner
- (j) provide a safe environment for the conduct of activities in accordance with any relevant DA policy
- (k) show concern, empathy and caution towards others that may be sick or injured
- (l) strive to be a positive role model to all
- (m) respect and protect confidential information obtained through Diving activities or services; whether individuals and/or organisational information
- (n) maintain the required standard of accreditation of professional competencies, as applicable to the role(s)
- (o) ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development
- (p) refrain from intimate relations with persons over whom you have a position of authority
- (q) agree to abide by the Code
- (r) maintain a duty of care towards others and
- (s) be impartial and accept the responsibility for all actions taken.

Sexual misconduct and relationships

- 9.3 Under no circumstances is any form of sexual behaviour to occur between, with, or in the presence of, CYP participating in any Diving environment. Engaging in sexual behaviour while participating in Diving services, events, programs or activities is prohibited.
- 9.4 'Sexual behaviour' will be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:
- (a) 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution
 - (b) 'non-contact behaviour', such as flirting, sexual innuendo, inappropriate text or other social media messaging, inappropriate photography or exposure to pornography or nudity.

Use, possession or supply of alcohol or drugs

- 9.5 While on duty or carrying out their roles, a Member must not:
- (a) use, possess or be under the influence of an illegal or illicit drug
 - (b) use or be under the influence of alcohol
 - (c) be incapacitated by any other legal drug such as prescription or over-the-counter drugs
 - (d) supply alcohol or drugs (including tobacco) to CYP.
- 9.6 Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a person's ability to care for Members involved in Diving's services, programs, events or activities.
- 9.7 Responsible service and consumption of alcohol should apply to any alcohol consumed. Responsible services might include ensuring that light alcohol and soft drinks always being available. Wherever possible, food should be made available to be consumed when alcohol is available, and/or transport policies may be adopted.
- 9.8 All DA Entities must adhere to strict guidelines regarding the responsible service and consumption of alcohol and act in accordance with relevant liquor licence laws and regulations.

Pregnancy

- 9.9 Pregnant women should be treated with respect and any unreasonable barriers to their full participation in Diving should be removed. Any Discrimination or Harassment against pregnant women in Diving will not be tolerated.
- 9.10 All DA Entities will take reasonable care to ensure the safety, health and wellbeing of pregnant women and their unborn children. Pregnant women are advised that there may be additional risks involved in Diving whilst pregnant and they are encouraged to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, are of utmost importance in their decision-making about the extent to which they choose to participate in Diving activities.
- 9.11 All pregnant women are encouraged to seek medical advice and make themselves aware of the facts about pregnancy and participating in Diving activities and ensure that they make informed decisions about their participation. Pregnant women will be required to sign a disclaimer only if all other Participants are required to sign one in similar circumstances. Women will not be required to undertake a pregnancy test.
- 9.12 If a pregnant woman feels she has been harassed or discriminated against on the basis of her pregnancy by another person or organisation bound by this Policy, she may make a complaint either within Diving or to external agencies.

Gender identity

- 9.13 DA Entities are committed to providing a safe, fair and inclusive environment where people of all backgrounds can contribute and participate. People who identify as transgender or gender diverse should be treated fairly and with dignity and respect at all times. This includes acting with sensitivity when a person is undergoing gender transition.
- 9.14 Any unlawful discrimination or harassment of a person who identifies as transgender or gender diverse or who is thought to be transgender or gender diverse will not be tolerated. If a transgender or gender diverse person feels he or she has been harassed or discriminated against on the basis of their gender identity by another person or organisation bound by this Policy, they may make a complaint.

9.15 Excluding transgender and gender diverse people from participating in events and activities has potentially significant implications for their health, wellbeing and involvement in community life. In general, their participation in Diving on the basis of the gender with which they identify is supported.

9.16 Whilst DA will of course comply with all anti-discrimination legislation, DA notes that this includes gender.

Anti-Doping

9.17 In accordance with World Anti-Doping guidelines, drug testing procedures and prohibitions apply to all athletes. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption. This clause should be read in conjunction with DA's Anti-Doping Policy.

Smoke free environment

9.18 Smoking is now heavily regulated and all DA Entities must adhere to relevant legislation and local government regulations in relation to non-smoking requirements.

Cyber Bullying

9.19 All DA Entities regard Bullying and Harassment in all forms as unacceptable. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements.

9.20 New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. No DA Entity will tolerate abusive, discriminatory, intimidating or offensive statements being made online. In some cases, Bullying is a punishable criminal offence.

9.21 Frustration with a Member or a DA Entity should never be communicated on social networking websites. These issues should instead be addressed—in a written or verbal statement or a complaint—to the relevant DA Entity.

Social networking websites

9.22 DA Entities acknowledge the enormous value of social networking websites, such as Facebook and Twitter, to promote Diving and celebrate the achievements and success of the people involved in Diving. All people bound by this Policy must conduct themselves appropriately when using social networking sites to share information related to Diving, and further, must comply with the DA Social Media Policy.

PART C - COMPLAINTS PROCEDURE

10. COMPLAINTS

10.1 A complaint alleging a breach of this Policy should be submitted via email to the CEO at integrity@diving.org.au. The complaint will be referred to the relevant DA Entity. That DA Entity may manage that complaint in accordance with this Policy. If the complaint is urgent, then DA can be reached on 07 3823 1444, or for serious matters, the Police or other appropriate agency (for example, see the contacts listed in the Child Safe Framework) should be contacted.

10.2 A DA Entity is not obliged to accept a complaint and may dismiss a complaint at its discretion if it reasonably and in good faith considers the complaint is untrue, vexatious, malicious or improper.

10.3 Any person considering a complaint may contact a Member Protection Information Officer (DA can provide some contact details either by emailing as set out in clause 10.1 or calling the DA Office on 07 3823 1444 and asking for MPIO contact details) to discuss the complaint and receive support.

11. INVESTIGATION

- 11.1 If a DA Entity receives a complaint under this Policy, it may in its discretion undertake such investigation into the complaint as it considers appropriate and by such person(s) and by such process(es) as the DA Entity reasonably considers necessary. A DA Entity is not obliged to undertake an investigation. Parties involved in a complaint will be notified in writing if an investigation is to be undertaken. Such parties must co-operate with the investigation. All parties in an investigation regardless of their role must treat the investigation as confidential.

12. AVAILABLE ACTIONS

- 12.1 Whether an investigation is undertaken and/or completed or not, the DA Entity may at its discretion:
- (a) take immediate disciplinary or other remedial action against any relevant party involved in the complaint if the DA Entity reasonably considers the circumstances of the complaint and the interests of all parties require such action and/or
 - (b) advise relevant parties that they must attend a mediation of the complaint (subject to the complaint being appropriate for mediation) and/or
 - (c) refer the complaint to a tribunal (including the National Sports Tribunal) to determine what, if any, further action including the imposition of any sanction to take and/or
 - (d) refer the complaint to the police or other law enforcement or government agency and/or
 - (e) take no further action under this Policy.
- 12.2 All parties involved in a complaint must co-operate with the DA Entity conducting the above process. All parties involved in the above process regardless of their role must treat the process as confidential. All parties involved in a complaint are entitled to support throughout this process from their chosen support person.
- 12.3 If the DA Entity requires the relevant parties to attend a mediation of the complaint under clause 12.1(b), then such mediation will be conducted by a process as determined by the DA Entity and/or the appointed mediator. The mediator will be appointed by the DA Entity. The parties will be required to sign a mediation agreement with the DA Entity, the mediator and each other. The parties may be required to pay the mediator's costs. There is no appeal from a mediation under this Policy.
- 12.4 If the DA Entity refers the complaint to a tribunal under clause 12.1(c), then such tribunal will be conducted by such process as is determined by the appointed chairman of the tribunal. Involved parties are not entitled to legal representation at any hearing before the tribunal, unless the tribunal otherwise allows such representation. All parties will participate in the tribunal hearing as required and agree to be bound by the jurisdiction of the tribunal in respect of the complaint. If a tribunal finds that a breach of this Policy has occurred it may impose such penalty or penalties on relevant parties as it considers appropriate. There is no appeal from a decision of a tribunal under this Policy.

13. DEFINITIONS

- 13.1 These definitions set out the meaning of words used in, or referenced by, this Policy without limiting the ordinary and natural meaning of the words.

Term	Definition
Abuse	Abuse means Physical Abuse, Emotional Abuse (including psychological abuse), Sexual Abuse and abuse of power that has caused, is causing or is likely to cause harm to a person's wellbeing or development. Examples of Abuse include but are not

Term	Definition
	limited to, Bullying, humiliation, verbal abuse and insults, Grooming, Harassment (including Sexual Harassment), Discrimination, Neglect and Sexual Exploitation.
Bullying	<p>Bullying involves the inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying may take many forms that are often interrelated and can include:</p> <ul style="list-style-type: none"> • verbal (name calling, put-downs, threats) • physical (hitting, punching, kicking, scratching, tripping, spitting) • social (ignoring, excluding, ostracising, alienating) • psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions). <p>For the avoidance of doubt, Bullying includes Cyber Bullying, which can also have lasting and damaging consequences.</p>
Code of Conduct	The Code of Conduct outlines what is, and what is not, acceptable behaviour or practice.
Discrimination	<p>Discrimination means treating, proposing to treat or requesting, assisting, instructing or encouraging another person to treat a person less favourably than someone else on the basis of an attribute or personal characteristic they have. The relevant attributes or characteristics include but are not limited to the following:</p> <ul style="list-style-type: none"> • age • disability • marital status • parental or carer status • physical features • irrelevant medical record • irrelevant criminal record • political belief or activity • pregnancy • breastfeeding • race • religious belief or activity

Term	Definition
	<ul style="list-style-type: none"> • sex or gender • sexual orientation • trade union membership or activity <p>Discrimination also includes any other behaviour recognised by commonwealth, state or territory law as discrimination. Examples of Discrimination are available on the Play by the Rules website. Some exceptions to state and federal anti-discrimination law apply, including (but not limited to):</p> <p>holding a competitive sporting activity for girls and boys who are under the age of 12 or of any age where strength, stamina or physique is relevant</p> <p>not selecting a Participant if the person's disability means that he or she is not reasonably capable of performing the actions reasonably required for that particular activity.</p>
Emotional or Psychological Abuse	<p>Emotional or Psychological Abuse occurs when a person does not receive the love, affection or attention they need for healthy emotional, psychological and social development. Such abuse can also apply to an adult. Such abuse may involve repeated rejection or threats. Constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection or continual coldness are all examples of emotional abuse. Specific to sport, overtraining can constitute Emotional or Psychological Abuse. These behaviours continue to an extent that results or has the potential to result in significant damage to a person's physical, intellectual or emotional wellbeing and development.</p>
complaint	<p>A complaint is a complaint made to a DA Entity in writing via email to the CEO at integrity@diving.org.au. It must set out:</p> <ul style="list-style-type: none"> • the details or particulars of the complaint, including dates, times and persons involved • the Complainant(s)' wishes as to how they would like the complaint resolved • what outcome the Complainant is seeking.
Harm	<p>Harm to a person, is any detrimental effect of a significant nature to the person's physical, psychological or emotional wellbeing. It is immaterial how the harm is caused. Harm can be caused by:</p> <ul style="list-style-type: none"> • physical, psychological or emotional abuse or neglect • sexual abuse or exploitation • a single act, omission or circumstance • a series or combination of acts, omissions or circumstances.
Member	<p>Means a member of DA as set out in Part II and Part III of the DA Constitution.</p>

Term	Definition
Member Protection Information Officer (MPIO)	Means a person trained to be the first point of contact for a person reporting a complaint under, or a breach of, this Policy. He or she provides impartial and confidential support to the person making the complaint.
Neglect	Neglect is the persistent failure or deliberate failure or denial to provide a person with the basic necessities of life. Such Neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that the person's health and development is, or is likely to be, significantly harmed. Categories of Neglect include physical neglect, medical neglect, abandonment or desertion, emotional neglect and educational neglect. The issue of Neglect must be considered within the context of resources reasonably available.
Participant	Means a person who participates in the Sport of diving including, but not limited to, athletes.
Physical Abuse	Physical Abuse occurs when a person subjects a person to non-accidental physically aggressive acts. The abuser may inflict an injury intentionally or inadvertently as a result of physical punishment or the aggressive treatment of a person. Physically abusive behaviour includes, but is not limited to, shoving, hitting, slapping, shaking, throwing, punching, biting, burning, excessive and physically harmful overtraining, and kicking. It also includes giving a person harmful substances such as drugs, alcohol or poison. Certain types of punishment, while not causing injury, can also be considered Physical Abuse if they place a person at risk of Harm.
Serious Criminal Conduct	<p>Serious Criminal Conduct means any of the following:</p> <ul style="list-style-type: none"> • Sexual Offences • drug possession, use, sale or any other drug-related conduct • assault causing serious injury • any criminal conduct deemed serious enough to warrant escalation to DA by a State Association.
Sexual Abuse	Sexual Abuse occurs when an adult or a person of authority involves a person in any sexual activity. Perpetrators of Sexual Abuse take advantage of their power, authority or position over a person for their own benefit. It can include making sexual comments, engaging in sexual conversations over the internet or on social media, kissing, touching a person's genitals or breasts, oral sex or intercourse. Encouraging viewing of pornographic magazines, websites and videos is also Sexual Abuse.
Sexual Exploitation	Sexual Exploitation occurs when a person are forced into sexual activities that are then recorded in some way and/or used to produce pornography. Such pornography can be in the form of actual photos or videos or published on the internet.
Sexual Harassment	Sexual Harassment means unwanted, unwelcome or uninvited behaviour of a sexual nature and which could reasonably be anticipated to make a person feel humiliated, intimidated or offended. Sexual Harassment can take many different forms and may include unwanted physical contact, verbal comments, jokes, propositions and displays

Term	Definition
	of pornographic or offensive material or other behaviour that creates a sexually hostile environment.
Sexual Offence	<p>Sexual Offence means a criminal offence involving sexual activity or actions of indecency. Because of differences under state and territory laws, this can include but is not limited to:</p> <ul style="list-style-type: none"> • rape • indecent assault • sexual assault • assault with intent to have sexual intercourse • incest • sexual penetration of Child under the age of 16 • indecent act with Child under the age of 16 • sexual relationship with Child under the age of 16 • sexual offences against people with impaired mental functioning • abduction and detention • procuring sexual penetration by threats of fraud • procuring sexual penetration of a Child under the age of 16 • bestiality • soliciting acts of sexual penetration or indecent acts • promoting or engaging in acts of Child prostitution • obtaining benefits from Child prostitution • possession of Child pornography • publishing Child pornography and indecent articles.
Transgender	Transgender is a general term applied to individuals and behaviours that differ from the gender role commonly, but not always, assigned at birth. It does not imply any specific form of sexual orientation. See www.humanrightscommission.vic.gov.au (Guideline: Transgender people and sport Complying with the Equal Opportunity Act 2010)
Victimisation	Victimisation means subjecting a person or threatening to subject a person to any detrimental or unfair treatment because that person has or intends to pursue their rights

Term	Definition
	to make a Formal Complaint under law or under this Policy, or for supporting another person to make a Formal complaint.

APPENDIX A - ADMINISTRATOR CODE OF BEHAVIOUR

In addition to DA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of DA, a Member State or an affiliated club and in your role as an administrator of DA, a Member State or an affiliated club:

1. Resolve conflicts fairly and promptly through established procedures.
2. Maintain strict impartiality.
3. Be aware of your legal responsibilities.
4. Ensure quality supervision and instruction for athletes.
5. Support coaches and officials to improve their skills and competencies.
6. Act honestly, in good faith and in the best interests of the sport as a whole.
7. Ensure that any information acquired or advantage gained from the position is not used improperly.
8. Conduct DA, state association or club responsibilities with due care, competence and diligence.
9. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
10. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.

APPENDIX B: COACH CODE OF BEHAVIOUR

In addition to DA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned DA, a Member State or an affiliated club and in your role as a coach appointed by DA, relevant SIS/SAS, a Member State or an affiliated club:

1. Do not tolerate acts of aggression.
2. Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability.
3. Refrain from any discriminatory practices on the basis of age, gender, religion, ethnic origin, sexual orientation, political beliefs, socio-economic status or athletic ability.
4. Endeavour to ensure each diver's time spent with you is a positive experience.
5. Respect the talent, developmental stage and goals of each individual diver.
6. Treat each diver as an individual and help them reach their full potential.
7. Ensure that the tasks and/or training set are planned, sequential and suitable for age, experience, ability, and physical and psychological conditions of the athletes.
8. Recognise athletes' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, psychologists, doctors and physiotherapists).

9. Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions.
10. Be fair, considerate and honest with divers.
11. Be reasonable in your demands on your divers' time and ensure there is an appropriate balance between sporting involvement, education and career objectives.
12. Implement clear rules for divers in training and general conduct.
13. Provide feedback to athletes and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
14. Involve athletes in decisions that affect them.
15. Be professional in your appearance and manner and accept responsibility for your actions.
16. Display high standards in language, manner, punctuality, preparation and presentation.
17. Display control, respect, dignity and professionalism to all involved with diving (including opponents, coaches, officials, scorers, administrators, the media, parents, and spectators) and encourage your divers to demonstrate the same qualities.
18. Make a commitment to providing a quality service to your divers, your State Affiliate, State/Territory and DA, by continually improving your coaching knowledge and skill.
19. Operate within the rules and spirit of the sport.
20. Know and abide by the rules, regulations and standards governing diving and sport generally and the organisations and individuals administering those bylaws. Encourage athletes to do likewise.
21. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances, and abide by the by-laws of the relevant national and international sporting organisations and government regulatory bodies.
22. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your athletes.
23. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
24. Know and abide by, and refrain from any form of personal abuse towards athletes. This includes verbal, physical and emotional abuse.
25. Refrain from any form of sexual harassment towards athletes. This includes explicit, implicit, verbal and non-verbal sexual harassment.
26. Refrain from initiating a relationship with a diver and also discourage, in a sensitive manner, an attempt by a diver to initiate a sexual relationship with you.
27. Ensure physical contact with divers is appropriate to the situation and necessary for the diver's skill development.
28. Avoid situations with your athletes that could be construed as compromising. Provide a safe environment for training and competition.

29. Ensure that equipment and facilities meet safety standards and are appropriate for the age and ability of the divers.
30. Show consideration and caution, and a modified training program where appropriate, towards sick and injured divers. Allow further participation in training and competitions only when appropriate.
31. When necessary, follow the advice of a reputable doctor or physiotherapist when determining when a sick or injured diver is ready to recommence training or competition.
32. Be a positive role model for diving and your divers.
33. Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of performance.

APPENDIX C - OFFICIALS AND VOLUNTEERS CODE OF BEHAVIOUR

In addition to DA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DA, a Member State or an affiliated club and in your role as an official or volunteer appointed by DA, a Member State or an affiliated club:

1. Place the safety and welfare of the athletes/participants above all else.
2. Accept responsibility for all actions taken.
3. Be consistent, impartial and objective when making decisions.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.
7. Be aware of your legal responsibilities.
8. Resolve conflicts fairly and promptly through established procedures.
9. Address unsporting behaviour and promote respect for other divers and officials.
10. Encourage inclusivity and access to all areas of officiating.

APPENDIX D - ATHLETE CODE OF BEHAVIOUR

In addition to DA's General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DA, a Member State or an affiliated club and in your role as a player/participant in any activity held by or under the auspices of DA, a Member State or an affiliated club:

1. Respect the rights, dignity and worth of fellow athletes, coaches, officials and spectators.
2. Refrain from making sexist or racist jokes, jokes about a particular sexual orientation, or jokes about a diver, coach's or other official's ability.
3. Refrain from making derogatory or demeaning remarks about any divers, coaches or participants.

4. Refrain from using profane, insulting, harassing or otherwise offensive language or gestures.
5. Refrain from engaging in any behaviour as listed under the definitions of harassment, outlined in Diving Australia's Member Protection Policy.
6. Do not tolerate acts of aggression.
7. Respect the talent, potential and development of fellow athletes and competitors.
8. Care for and respect the equipment provided to you as part of your program.
9. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
10. At all times avoid intimate relationships with your coach and officials, and refrain from making sexual innuendoes towards any divers, coaches or officials.
11. Participate within the competition conditions and rules, and in the spirit of fair play.
12. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
13. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
14. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
15. Be a positive role model for diving at all times, and accept responsibility for your actions.
16. Respect opposition divers and officials and treat them with proper regard for their rights, obligations and position held in diving or the community.
17. Maintain high personal behaviour standards at all times, relating to language, temper and punctuality.
18. Accept victory and defeat with dignity.
19. Comply with officials' decisions in a professional manner.
20. Maintain high standards of personal hygiene and appearance.
21. Cooperate with all official requests to promote and market diving in a professional manner.
22. Perform any duties and responsibilities where you are a representative of DA in a mature, fair and professional manner.

APPENDIX E - PARENT CODE OF BEHAVIOUR

As a parent/guardian of an athlete/participant in any activity held by or under the auspices of DA, a Member State or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.

3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance by all athletes (including opposing athletes).
6. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (athlete, coach, judge, official and so on).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background, religion or sexual orientation.
10. Be a positive role model.
11. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

APPENDIX F- SPECTATOR CODE OF BEHAVIOUR

As a spectator in any activity held by or under the auspices of DA, a Member State or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rules and the decisions of officials and teach young people to do the same.
2. Never ridicule or scold a young athlete for making a mistake. Positive comments are motivational.
3. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or athletes.
4. Show respect for your athlete/team's opponents - without them there would be no game.
5. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass athletes, coaches, officials or other spectators).
6. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
7. Applaud good performance and efforts from all divers and teams. Congratulate all athletes on their performance regardless of the competition outcome.