

PART B: CODES OF BEHAVIOUR

Diving Australia (DA) seeks to provide a safe, fair and inclusive environment for everyone involved in our organisation and in our sport.

To achieve this, we require certain standards of behavior by players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Our codes of behaviour are underpinned by the following core values.

- To act within the rules and spirit of our sport.
- To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment.
- To prioritise the safety and well-being of children and young people involved in our sport.
- To encourage and support opportunities for participation in all aspects of our sport.

ATTACHMENTS

The following Codes of Behaviour apply to the sport of diving in Australia when competing, training, attending or contributing to DA/state association/club-sanctioned activities:

B1: General Code of Behaviour

B2: Administrator Code of Behaviour

B3: Coach Code of Behaviour

B4: Officials and Volunteers Code of Behaviour

B5: Athlete Code of Behaviour

B6: Parent Code of Behaviour

B7: Spectator Code of Behaviour

B1: GENERAL CODE OF BEHAVIOUR

As a member of DA, a member association or an affiliated club or a person required to comply with DA's Member Protection Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DA, a member association or an affiliated club and in any role you hold within DA, a member association or an affiliated club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, DA's standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern Diving, the member associations and the affiliated clubs.
7. Do not use your involvement with Diving, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of DA, a member association or an affiliated club.
8. 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.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment towards, or discrimination of, others.
11. Refrain from any behaviour that may bring DA, a member association or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the activity.
13. Show concern and caution towards others who may be sick or injured.
14. Be a positive role model.
15. Understand the repercussions if you breach, or are aware of any breaches of, this Code of Behaviour.

B2: ADMINISTRATOR CODE OF BEHAVIOUR

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

B3: COACH CODE OF BEHAVIOUR

In addition to DA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned DA, a member association or an affiliated club and in your role as a coach appointed by DA, relevant SIS/SAS, a member association 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.
 - Refrain from any discriminatory practices on the basis of age, gender, religion, ethnic origin, sexual orientation, political beliefs, socio-economic status or athletic ability.
3. Endeavour to ensure the diver's time spent with you is a positive experience.
 - Respect the talent, developmental stage and goals of each individual diver.
4. Treat each diver as an individual and help them reach their full potential.
 - 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.
 - Recognise athletes' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, psychologists, doctors and physiotherapists).
 - Encourage and facilitate athletes' independence and responsibility for their own behaviour, performance, decisions and actions.
5. Be fair, considerate and honest with divers.
 - Be reasonable in your demands on your divers' time and ensure there is an appropriate balance between sporting involvement, education and career objectives.
 - Implement clear rules for divers in training and general conduct.
 - Provide feedback to athletes and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
 - Involve athletes in decisions that affect them.
6. Be professional in your appearance and manner and accept responsibility for your actions.
 - Display high standards in language, manner, punctuality, preparation and presentation.
 - 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.

7. 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.
 - Maintain and improve your NCAS accreditation.
 - Seek continual self-improvement through performance appraisal and ongoing education.
8. Operate within the rules and spirit of the sport.
 - Know and abide by the rules, regulations and standards governing diving and sport generally and the organisations and individuals administering those by-laws. Encourage athletes to do likewise.
 - 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.
 - Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your athletes.
 - Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
 - Know and abide by, and refrain from any form of personal abuse towards your divers.*
 - This includes verbal, physical and emotional abuse.
9. Refrain from any form of sexual harassment towards your divers.*
 - This includes explicit, implicit, verbal and non-verbal sexual harassment.
 - 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.
 - Ensure physical contact with divers is appropriate to the situation and necessary for the diver's skill development.*
 - Avoid situations with your athletes that could be construed as compromising.
10. Provide a safe environment for training and competition.
 - Ensure that equipment and facilities meet safety standards and are appropriate for the age and ability of the divers.
11. Show consideration and caution towards sick and injured divers.
 - Provide a modified training program where appropriate.

- Allow further participation in training and competitions only when appropriate.
- 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.

12. Be a positive role model for diving and your divers.

- Encourage athletes to respect one another and to expect respect for their worth as individuals regardless of their level of performance.
- Be honest and ensure that qualifications are not misrepresented.

* Adapted from the Code of Conduct of the Australian Coaching Council.

B4: OFFICIALS AND VOLUNTEERS CODE OF BEHAVIOUR

In addition to DA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DA, a member association or an affiliated club and in your role as an official or volunteer appointed by DA, a member association 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 players and officials.
10. Encourage inclusivity and access to all areas of officiating.

B5: ATHLETE CODE OF BEHAVIOUR

In addition to DA's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by DA, a member association 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 association or an affiliated club:

1. Respect the rights, dignity and worth of fellow athletes, coaches, officials and spectators.
 - 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.
 - Refrain from making derogatory or demeaning remarks about any divers, coaches or participants.
 - Refrain from using profane, insulting, harassing or otherwise offensive language or gestures.
 - Refrain from engaging in any behaviour as listed under the definitions of harassment, outlined in Diving Australia's Member Protection Policy.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow athletes and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your coach and officials, and refrain from making sexual innuendoes towards any divers, coaches or officials.
9. Participate within the competition conditions and rules, and in the spirit of fair play.
 - Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
12. Be a positive role model for diving at all times, and accept responsibility for your actions.
 - Respect opposition divers and officials and treat them with proper regard for their rights, obligations and position held in diving or the community.
 - Maintain high personal behaviour standards at all times, relating to language, temper and punctuality.

- Accept victory and defeat with dignity.
- Comply with officials' decisions in a professional manner.
- Maintain high standards of personal hygiene and appearance.
- Cooperate with all official requests to promote and market diving in a professional manner.
- Perform any duties and responsibilities where you are a representative of DA in a mature, fair and professional manner.

B6: 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 association 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 and skilful plays 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.

B7: SPECTATOR CODE OF BEHAVIOUR

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

1. Respect 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 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.
8. Encourage athletes to follow the rules and the officials' decisions.