

## WATER POLO AUSTRALIA CODE OF BEHAVIOUR

The document establishes a binding code of appropriate and ethical behaviour designed to reinforce the values of Water Polo Australia and to create and maintain an environment within our sport that is appropriate for all affiliated with the organisation.

It also forms an essential part of the Water Polo Australia's proactive and preventative approach to tackling inappropriate behaviour.

This Code of Behaviour sets out:

- a) the standards of behaviour that are expected of everyone in relation to any activity, competition or event controlled, conducted or authorised by Water Polo Australia (**WPA**), itself or through a delegate (**Relevant WPA Activity**); and
- b) additional standards of behavior that are expected of those people undertaking certain specified roles in relation to any Relevant WPA Activity both in relation to that Relevant WPA Activity, and more generally across the sport at all levels.

This Code applies to all conduct (including acts, omissions, correspondence or other communications and personal interactions) as part of or in any way connected with a Relevant WPA Activity, whether occurring before, during or after the Relevant WPA Activity (including in preparation for, wrapping up and travelling to or from, the Relevant WPA Activity):

- a) by every person participating in, attending or otherwise having or proposing to have any involvement or interaction in relation to the Relevant WPA Activity (including WPA employees and contractors, competitors, instructors, coaches, officials, referees, administrators, managers, parents/guardians (of minors), spectators and volunteers); and
- b) by a person undertaking certain specified roles in relation to a Relevant WPA Activity while undertaking that role. In some cases these people are further expected to observe and model this Code, and in particular the parts of this Code having direct application to the relevant specified role, in undertaking the same or a substantially similar role at all levels within the sport, whether or not relating to any Relevant WPA Activity.

For avoidance of doubt, where a person has any specified role in relation to a Relevant WPA Activity then the parts of this Code relevant to the particular specified role apply to that person while undertaking that particular specified role in addition to the parts of this Code which apply generally to all people.

This Code of Behaviour is to be read in conjunction with other relevant WPA Policies and WPA's Constitution.

1. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
2. Be ethical, fair, considerate and honest in all dealings with others (people and organisations).
3. Always place the safety and welfare of children above other considerations.
4. Follow best practice child safe working guidelines when interacting with anyone under the age of 18 (e.g. wherever practical, avoid unaccompanied and unobserved one-on-one activity).
5. Operate within the rules and spirit of water polo including national and state guidelines, constitutions and policies which govern WPA, the Relevant WPA Activity, WPA Members and

others involved in the sport, including the Member Protection Policies of WPA and each WPA Member.

6. Abide by the relevant WPA role-specific Codes of Behaviour and understand the repercussions if you breach, or are aware of any breaches, of this or the relevant role – specific Code of Behaviour.
7. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws.
8. Always maintain a high standard of personal behaviour and accept responsibility for your actions and behaviour.
9. Do not engage in any behaviour (including posting material using social media that relates to water polo or the organisations or people involved in water polo) that is offensive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist, homophobic, bi phobic, transphobic, interphobic, inaccurate, misleading, fraudulent or otherwise inappropriate.
10. Condemn the use of violence in any form by any person.
11. Demonstrate appropriate social behaviour by refraining from using foul, homophobic, bi phobic, transphobic, interphobic language and/or harassing others, including officials, coaches, competitors or referees.
12. If you disagree with the opinion or decision of any water polo body, referee, coach or official, raise the issue through the appropriate channels rather than question their judgement and honesty in public.
13. Refrain from any behaviour that may bring WPA, WPA Members or others (including individuals) into disrepute.
14. Do not use your involvement with water polo to promote your own beliefs, behaviours or practices where these are inconsistent with those adopted or supported by WPA.
15. Disclose any conflicts of interest that relate to your roles in water polo, as per the WPA Conflict of Interest Policy as amended from time to time.
16. Be a positive role model and display sportsmanship both in and out of the water.
17. Act in good faith, and show loyalty to the best interests of the sport as a whole and/or the Relevant WPA Activity and not to oneself.
18. Support the use of age appropriate development activities and modified rules.
19. Show concern and caution towards others who may be sick or injured.
20. Follow the advice of a physician (or other medically qualified specialist) in determining when an injured or ill (including mentally ill) competitor is ready to recommence training or competition.
21. Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulants, or doping practices in respect of any athlete and abide by any Anti-Doping Policy of or adopted by WPA.
22. If at a venue where alcohol is served, responsible service and consumption are expected.
23. Maintain the required standard of accreditation and/or licensing of professional competencies applicable to your role.

## WPA CODE OF BEHAVIOUR CONSENT FORM

By signing below, I confirm:

(1) I have read, understood and will comply with the responsibilities and standards of expected behaviour stated in WPA's Code of Behaviour during any activity, competition or event controlled, conducted or authorised by WPA;

(2) to the extent I have a specific role during any such activity, competition or event as a competitor, instructor, coach, judge, referee, administrator, official, parent/guardian (of child participants) or spectator, I have read, understood and will comply with the responsibilities and standards of expected behaviour stated in any relevant WPA role specific Code of Behaviour, as applicable;

(3) I consent to the withdrawal of any awards, placings, records or other achievements bestowed on me in connection with any such activity, competition or event; any fine; my removal from such activity, competition or event; and/or my exclusion or complete suspension from participation in any or any particular capacity from any future activity, competition or event controlled, conducted or authorised by WPA and to any sanctions contained in or imposed under WPA's Member Protection Policy, should my breach of any Code of Behaviour also result in a breach of WPA's Member Protection Policy; and

(4) the sanctions applied as a consequence of a breach of any applicable Code of Behaviour are final and binding and may not be contested under another WPA Policy.

..... (Signature)

..... (Name) .....

(Date)

*[This can be a tick box in the membership/ accreditation/ taking up any role/ selection to any squad or team]*