

Gisborne Thunder Swimming Club General Code of Conduct

Resource Code GTSC-GCOC1

Purpose

Gisborne Thunder Swimming Club (GTSC) is committed to fostering a safe, inclusive, and respectful environment for all members, including swimmers, coaches, parents, and volunteers. This Code of Conduct outlines expected behaviours and responsibilities to ensure the club operates with integrity and professionalism. It is expected that all members always adhere to these guidelines.

GTSC confirms that it has adopted the Swimming Australia National Integrity Framework and Codes of Conduct (or their equivalent replacements).

The Swimming Australia National Integrity Framework may be found at:

<https://www.swimming.org.au/integrity-policies-rules/national-integrity-framework>

The Swimming Australia Codes of Conduct may be found at:

<https://www.swimming.org.au/integrity-policies-rules/codes-conduct>

It is a condition of membership of GTSC that all members abide by the Swimming Australia National Integrity Framework, including the Codes of Conduct and the General Code of Conduct adopted by GTSC.

If anything in the GTSC Code of Conduct is inconsistent with the Swimming Australia National Integrity Framework or the Swimming Australia Codes of Conduct, the Swimming Australia requirements prevail.

Swimmer's Responsibilities

Respect and Sportsmanship:

Swimmers are expected to show respect to coaches, teammates, opponents, officials, and all other participants. Bullying, harassment, or any form of disrespect will not be tolerated.

Commitment to Training:

Swimmers are expected to attend all scheduled training sessions unless excused due to illness, injury, or other valid reasons. Consistent attendance is crucial for progress.

Discrimination, Harassment, or Bullying:

- **Discrimination or Harassment:** Discrimination or harassment based on race, gender, sexual orientation, disability, or any other characteristic is strictly prohibited. All swimmers must treat each other with equality and dignity.



- **Bullying:** Bullying, including repeated negative behaviours towards another athlete or member, will not be tolerated. This includes physical, verbal, social, or online bullying. All members have a right to feel safe and respected within the club.
- **Sexual Conduct:** Any form of inappropriate sexual behaviour, including unwelcome advances, comments, or gestures either in person or via online formats, is strictly prohibited. All members, including swimmers and coaches, should maintain professional boundaries and report any concerns immediately.
- **Violence:** The club has a zero-tolerance policy for violence or physical assault. Any such behaviour will result in immediate removal from the activity, and further disciplinary action will be taken.

Training Requirements:

- **Attendance and Punctuality:** Squad swimmers are expected to arrive on time to training sessions and be prepared with the necessary equipment.
- **Respect for Facilities and Equipment:** Swimmers must respect all training facilities and equipment. Damage caused by negligence or misconduct will result in disciplinary action and compensation for damages.

Parent/Guardian Responsibilities

Officiating and Volunteering:

- Families are expected to contribute to timekeeping and other duties on competition nights
- All attending members at Swimming Victoria events are expected to contribute to timekeeping duties as assigned by the Meet organisers

Parental Support:

Parents are expected to model positive behaviour and support their children in adhering to the Code of Conduct. Parents must engage positively with coaches and club officials to address any behaviour issues.

Coach's Responsibilities

- Abide by the General Codes of Conduct.
- 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.

Behaviour Management and Consequences

Breaches of the Code of Conduct:

- The club takes breaches of the Code of Conduct seriously. Initial breaches will be addressed by reminding the athlete of their commitment to the club and providing support to correct the behaviour.
- Continued or severe breaches may result in removal from the activity, meetings with coaches and parents, the development of a Behaviour Plan, suspension, or expulsion from the club.
- In cases of violence or other serious misconduct, immediate action will be taken, including potential police involvement.

Reporting and Raising Concerns

Concerns About Behaviour:

- Any athlete or Club Member who experiences or witnesses’ behaviour that breaches the Code of Conduct is encouraged to report it to a coach or club official.
- Swimmers can also seek advice and support from the club’s Risk Management Officer.
- The club will handle all reports with confidentiality and take appropriate action in line with this Code of Conduct and the Swimming Australia Code of Behaviour

Last Reviewed: Dec 2024

Next Review: Dec 2025

