

Manawatu Water Polo Incorporated

Code of Conduct Policy

Explanatory Foreword

Manawatu Water Polo Incorporated (the Club) prides itself on being professional; respectfully engaging with others and our family focus. As such we have expectations of all members and their families as representatives of our club whose behaviour at games, leagues and tournaments has a direct impact on our reputation whether you are a parent, player, manager, sibling, or coach.

This policy outlines expectations of our members, associates, and families. This Code of Conduct applies to all club training sessions and while representing the club at any tournament / game at home or away.

When you complete your annual registration form, you acknowledge that you have read and agree to abide by this document. Any complaints against a club member, associate or family resulting from breaches of this Code of Conduct should be submitted in writing (to manawatuwaterpoloclub@gmail.com) within 48 hours of the incident.

The purpose of this Code of Conduct is to ensure the fair and ethical treatment of all persons and groups (not limited to but including players, officials, coaches, managers, parents and other organisations) that come to be a part of or interact with the Club. Sections of the Code may be more applicable to certain persons and groups than others.

The following Code of Conduct applies to all Club members and persons participating in activities that represent Club, including, but not limited to, those defined above.

All such persons will agree to abide by the Manawatu Water Polo Incorporated Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the Manawatu Water Polo Incorporated constitution, regulations, and policies.

Definitions

A Member shall include any financial or non-financial club or club member whether active or social, life member, or contractor.

An Administrator shall include any person who is in an elected or appointed administrative capacity, whether paid or a volunteer.

An Associate shall include any person so determined by the club committee.

A Committee member includes all persons who volunteered to be on the club committee.

Officer includes roles elected at the Annual General Meeting: Chair, Treasurer, Secretary and Club Captain.

Code of Conduct

As a Club member and/or participant you should meet the following requirements with regard to your conduct during any activity associated to Manawatu Water Polo Incorporated:

- Respect the rights, dignity and worth of others.
- Be fair, considerate, and honest in all dealings with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service and performance.
- Be aware of, and maintain, an uncompromising adherence to standards, rules, regulations, and policies.
- Operate within the constitution, regulations, policies and procedures of the Club, New Zealand Water Polo, and FINA.
- Understand the possible consequences of breaching the Club Code of Conduct.
- Immediately report any breaches of this Code of Conduct by the Club members to an officer of the Committee
- Comply with all applicable national or local legislation.
- Refrain from any form of abuse towards others.
- Refrain from using any obscene language.
- Refrain from any form of harassment towards others.
- Refrain from any form of discrimination towards others.
- Refrain from any form of victimisation towards others.
- Reject corruption, drugs, racism, violence, and other dangers to our sport.
- Promote the interests of water polo.
- Provide a safe environment for the conduct of activity in accordance with relevant Club policy.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Do not provide comment to any media or publish any comment (including on any website), on behalf of the Club.
- Do not speak to any media in a negative way or publish any negative comment (including on any website) regarding the Club.
- Never act in any way that may bring disrepute to Club members, its stakeholders and/or its sponsors, potential sponsors and/or partners.
- Do not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with water polo matches and/or water polo results in which you are participating or have been directly involved in.

The Club expects all its members, supporters, advisors, staff, and associates to abide by this Code of Conduct such as to uphold the principles and values of the organisation.

Team Manager

- Be responsible for the overall welfare and wellbeing of team members and officials when travelling with a team.
- Maintain a 'duty of care' towards team members and be accountable for the management of the team.
- Have a sound working knowledge of regulations and policies and ensure that the conduct of the affairs of the team is in accordance with these and or any other policies and guidelines approved by the Club.
- Foster a collaborative approach to the management of the team.
- Always behave responsibly and exercise good judgement in the interest of the players
- Insist that the players in my team always play within the rules and encourage and reward fair play and sportsmanship.
- Respect and acknowledge the efforts of my team members and our opponents regardless of whether they win or lose.
- At away events I will:
 - Ensure an appropriate level of supervision for players – a minimum of 2 adults (persons aged over 21 years) to travel with the team
 - Set curfews in consultation with the coach and ensure the curfew is enforced
 - Coordinate with the coach the schedule for the team for the reporting times to pools, designated rest times and any leisure activities
 - Ensure healthy foods are made available to players as needed and coordinate group meals for the team
 - Remain with the player where a player needs to stay behind for medical or other reasons
 - Monitor the access of other people to the team accommodation, including friends and family members.
 - Ensure that only those that have been approved and Police vetted by the club stay within the teams' accommodation

Referees, pool control, officials

- Officiate matches in a fair and safe manner that ensures spectator enjoyment and player safety.
- Know the laws of the game and their interpretations thoroughly.
- Condemn unsporting behaviour and promote respect for all opponents.
- Be a good sport.
- Keep up to date with the latest best practices in officiating.
- Give all people a 'fair go' regardless of their gender, ability, cultural background, or religion.
- Maintain physical fitness for peak performance.
- Keep all appointments assigned to and accepted by them.
- Conduct themselves in a way that is ethically and morally beyond reproach.
- Support fellow officials.
- Grant players, coaches and managers dignity and self-respect.

Member, Committee member, Administrator, Associate

- Encourage Club members and spectators (as appropriate) to abide by the Code of Conduct and take reasonable steps to ensure such compliance.

- Be fair, considerate, and honest with others.
- Be professional in all actions.
- Ensure language, presentation, manner, and punctuality reflect high standards.
- Resolve conflicts fairly and promptly according to relevant policy and procedures.
- Maintain strict impartiality.
- Maintain a safe environment for others.

Coach

Respect the rights, dignity and worth of every individual player as a human being and:

- Treat everyone equally regardless of gender, ability, ethnicity, or religion.
- Respect the talent, developmental stage, and goals of each player in order to help each player reach their full potential.
- Maintain high standards of integrity.
- Operate within the rules of water polo and in the spirit of fair play, while encouraging players to do the same.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of New Zealand Water Polo and the New Zealand Sports Drug Agency.
- Not disclose any confidential information relating to players without written prior consent.

Be a positive role model for the sport and the players and act in a way that projects a positive image of coaching:

- Provide all players with the equal attention and opportunities they deserve.
- Ensure the time spent with their player(s) is a positive experience.
- Be fair, considerate, and honest with players.
- Encourage and promote a healthy lifestyle – refrain from smoking, drinking alcohol and engaging in poor lifestyle choices around players.

Show professional responsibility:

- Display high standards in language, manner, punctuality, preparation, and presentation.
- Display control, courtesy, respect, honesty, dignity, and professionalism to all involved within the sphere of sport - this includes opponents, coaches, officials, administrators, the media, parents, and spectators.
- Encourage their players to demonstrate the same qualities.
- Be professional and accept responsibility for their actions.
- Refrain from initiating a relationship with a player and discourage any attempt by a player to initiate a sexual relationship with them, explaining the ethical basis of the refusal.
- Accurately represent personal coaching qualifications, experience, competence, and affiliations.
- Refrain from criticism of other coaches.

Make a commitment to providing a quality service to their players:

- Seek continual improvement through ongoing coach education and other personal and professional development opportunities.
- Provide players with planned and structured training programmes appropriate to their needs and goals.

- Seek advice and assistance from professionals when additional expertise is required.
- Maintain appropriate records.

Provide a safe environment for training and competition:

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training, and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the players.
- Show concern and caution toward sick and injured players.
- Allow further participation in training and competition only when appropriate.
- Encourage and assist players to seek medical advice when required.
- Provide a modified training programme where appropriate.
- Maintain the same interest and support toward sick and injured players.

Protect players from any form of personal abuse:

- Refrain from any form of verbal, physical and emotional abuse towards players.
- Refrain from any form of sexual and racial harassment, racial vilification, and harassment on the grounds of ability.
- Ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- Be alert to any forms of abuse directed towards players from other sources while in their care.

Player

- Play to win but play fair.
- Never argue with or verbally abuse a referee or an official
- Accept defeat with dignity.
- Conduct themselves in a sportsman-like manner and respect fellow players, coaches, managers and officials and the achievement of opponents.
- Refrain from bullying or taking an unfair advantage of another competitor.
- Cooperate with their coach, manager, teammates, and opponents.
- Learn the rules of water polo and always play by the rules.
- Play for the benefit of the team and the club
- Attend all trainings and games. When this is not possible tell your coach or team manager as necessary
- Recognise the efforts of your team members, and your opponents
- Support and respect the position and responsibility of your captain and vice-captain
- If watching a game, or whilst being a reserve, only make positive comments from the poolside
- Listen to and follow your coaches, managers, and captain's instructions to the best of your ability
- Pool time is often related to fitness, so it is expected that you will take personal responsibility for your level of fitness
- Control your temper and never take the law into your own hands.
- At the end of each game cheer, shake hands and thank the opposition and referees

- Be positive - enjoy being part of a team and enjoy the game of water polo
- Understand that, regardless of your ability, if you, without reason, do not meet the expectations of the club, coach, and manager due to any of the above, your position in the team will be reviewed.

Parent/Guardian

- Agree to abide by the Code of Conduct.
- Remember that children participate in sport for their enjoyment, not that of their parents.
- Encourage children to participate and not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children to always compete 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.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for coaches, officials, and administrators.
- Ensure that you have a positive attitude whilst watching games and do not put players down
- Show appreciation to the volunteers who give up their time to the game of water polo and make the opportunities available to your child
- Ensure all water polo fees are paid on time. Where cases of financial hardship exist, the coach or other Club committee member should be approached
- Ensure that club uniform requirements are met
- The Club values the support from parents, and we look forward to seeing you poolside.

Consequences

The Club expects all volunteers, employees, contractors, members, officials, administrators, associates, coaches, players, parents, or guardians to understand the possible consequences of breaching the Code of Conduct and ensure that they abide by the Code.

Any serious breaches of this Code of Conduct or persistent violations of any aspect of the Code of Conduct, by any of the above may result in any of the following being imposed:

- Suspension
- Good behaviour bond
- Fine
- Notification to New Zealand Water Polo
- Loss of game time
- Termination of membership or contract.