

We all have an important role to play in creating positive swimming experiences for everyone within our sport and our community. Swimming NZ expects all members, staff, swimmers, coaches, team managers, officials, supporters, and associates of Swimming NZ, to abide by this Code of Conduct at Swimming NZ events, which upholds the principles and values of the organisation.

By attending a Swimming NZ event, you've accepted to adhere to our Code of Conduct. To help create a positive and safe environment for everyone, please:

### **1. Respect the Rights, Dignity and Worth of Others**

To help achieve this, we ask that you:

- Treat everyone with respect, and like you would like to be treated.
- Be fair, considerate, and honest in dealings with others.
- Refrain from any form of abuse, harassment, discrimination, or victimisation towards others.
- Be professional in, and accept responsibility for, your actions.

### **2. Provide a Safe and Fair Environment**

To help achieve this, we ask that you:

- Be supportive and encouraging of all participants.
- Notify the Event Manager if you observe or notice something that might be harmful to the health and safety of those at the event. This can also be achieved by completing the incident report available on the Health & Safety webpage of the SNZ website.
- Complete the incident report form if an injury or incident occurs at the event. This can be found on the Health & Safety webpage of the SNZ website.

### **3. Maintain High Standards of Integrity**

To help achieve this, we ask that you:

- Operate within the rules of Swimming NZ and maintain uncompromising adherence to standards, regulations, and policies.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of Drug Free Sport NZ and the World Anti-Doping Code.
- Advocate a sporting environment free of match-fixing.
- Be a positive role model.
- To not provide comment to any media on behalf of Swimming NZ
- To not speak to any media in a negative way regarding Swimming NZ or its members.
- Never act in a way that may bring disrepute or disgrace to Swimming NZ members, its stakeholders and/or sponsors, potential sponsors and/or partners.

Any breach of this Code of Conduct may result in further action, which may include the removal from the remainder of the event, or referral to Swimming NZ's Complaints and Discipline Policy that forms part of Swimming NZ's Membership Protection Policy Manual.