



Norwood Swimming Club Code of Conduct

1. Purpose

The Norwood Swimming Club (NSC) 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 adhere to these guidelines at all times.

2. Scope

This Code of Conduct applies to all NSC members during all club activities, including training, competitions, club trips, camps, and social activities, both in-person and online. The behaviors outlined here are expected at all times.

3. Swimmers' Behaviour

- **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 development and team cohesion.
- **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 behaviors 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 behavior, including unwelcome advances, comments, or gestures, 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 behavior will result in immediate removal from the activity, and further disciplinary action will be taken.



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5. Training Requirements

- **Attendance and Punctuality:** Swimmers are expected to attend all scheduled training sessions, arrive on time, 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.

6. Parent/Guardian Responsibilities

- **Officiating and Volunteering:**
 - Parents are required to officiate at meets where their child is competing. Failure to do so may result in the withdrawal of the swimmer from the event.
 - Each family is expected to contribute to club volunteering efforts, specifically the monthly fundraising BBQs.
 - Parents must sign in with the team manager and attend the officials' meeting before their shift. Non-compliance may lead to their swimmer being withdrawn from the meet.
- **Working with Children Check (WWCC):**
 - Parents must have a current and valid WWCC before entering their swimmer in any Swimming SA meet. The registered parent must be available to officiate or must seek an exemption by contacting the club president prior to the event.
- **Rosters and Duties:**
 - **Club Carnivals:** All attending members are expected to contribute to timekeeping and other duties as assigned by the team manager.
 - **Norwood Carnivals:** These events require full participation from all members, with duties allocated by the Carnival Director.
 - **Swimming SA Meets and State Championships:** Officiating rosters will be based on the number of events entered by each family. Parents must check the roster and register by the due date.

7. Fundraising and Volunteering

- **BBQ Fundraisers:**
 - Monthly BBQs are crucial for the club's fundraising efforts, supporting coaching salaries, equipment, and event costs.
 - Each family is expected to volunteer for at least one BBQ roster session per year. This small contribution ensures the sustainability of the club and fosters community spirit.
 - Volunteering at BBQs also provides an opportunity to engage with other members and support the club's success.

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8. Behavior 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 behavior.
 - 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.

9. Reporting and Raising Concerns

- **Concerns About Behavior:**
 - Any athlete who experiences or witnesses' behavior that breaches the Code of Conduct is encouraged to report it to a coach or club official. Athletes can also seek advice and support from the club's Member Protection Officers or Child Safe Officer.
 - The club will handle all reports with confidentiality and take appropriate action in line with this Code of Conduct and the National Sports Integrity Framework.
- **National Integrity Framework:**
 - Members must also adhere to the National Sports Integrity Framework, including policies on member protection, child safeguarding, and prohibited conduct. Serious breaches, such as abuse or harassment, are reportable to Sports Integrity Australia.

10. Parent Responsibilities

- **Parental Support:** Parents are expected to model positive behavior and support their children in adhering to the Code of Conduct. Parents must engage positively with coaches and club officials to address any behavior issues.