

JULY 2026

CODE OF BEHAVIOUR POLICY

Purpose

Warringah Aquatic Swim Club Inc (WASC) is committed to providing a safe, inclusive, respectful and enjoyable environment where every participant can thrive and enjoy the sport of swimming.

This Code of Behaviour outlines the standards expected of everyone involved with the Club and supports the principles of the Swimming Australia National Integrity Framework, Swimming Australia Safe Sport Framework, Child Safeguarding policies, and all applicable Swimming NSW and Swimming Metro North East policies.

Every person associated with WASC shares responsibility for protecting the integrity of our sport and creating an environment where all participants feel safe, valued and respected.

Who this Code Applies To

This Code applies to all persons involved with WASC, including:

- Swimmers
- Parents and guardians
- Coaches
- Team Managers
- Technical Officials
- Committee Members
- Volunteers
- Employees
- Contractors
- Spectators
- Visitors attending Club activities

This Code applies at training, competitions, meetings, travel, social events, online interactions and any activity connected with the Club.

Our Values

Everyone involved with WASC is expected to demonstrate the following values.

Respect

- Treat everyone with dignity, courtesy and fairness.
- Respect differences in age, gender, disability, culture, language, religion, sexual orientation and background.
- Listen respectfully and communicate appropriately.
- Respect facilities, equipment and property.

Integrity

- Be honest, ethical and accountable.
- Compete fairly and within the rules.
- Reject cheating, match manipulation, doping and unethical behaviour.
- Accept responsibility for your actions.

Safety

- Help create a physically and emotionally safe environment.
- Protect children and young people.
- Speak up if something doesn't feel right.
- Report behaviour that places others at risk.

Inclusion

- Everyone has the right to participate in swimming free from discrimination, bullying, harassment or abuse.
- We celebrate diversity and welcome participants of all backgrounds and abilities.

Excellence

- Always do your best.
- Support others to achieve their goals.
- Represent WASC with pride both in person and online.

Piranha Values

Performance – Strive for excellence and give your best effort in all you do.

Inclusion – Respect and support all members of the Club.

Resilience – Embrace challenges and bounce back with determination.

Accountability – Take responsibility for your actions, in and out of the pool.

Nurturing – Encourage, support, and care for each other.

Humility – Win with grace, accept setbacks with dignity, and show respect always.

Ambassadors – Represent WASC with pride in behaviour, appearance, and attitude.

Expected Behaviour

All members are expected to:

- Act honestly and with integrity.
- Treat everyone with courtesy and respect.
- Follow all Club rules and policies.
- Follow the rules of Swimming Australia, Swimming NSW and Swimming Metro North East.
- Behave in a manner that promotes the reputation of the Club and the sport.
- Respect officials and accept decisions graciously.
- Resolve disagreements respectfully.
- Be punctual and prepared.
- Use respectful language at all times.
- Respect the privacy and confidentiality of others.
- Use social media responsibly.
- Follow all child safeguarding requirements.
- Report concerns regarding safety, integrity or misconduct.
- Cooperate with investigations where required.

Unacceptable Behaviour

The following behaviour will not be tolerated:

- Bullying or cyberbullying
- Harassment
- Sexual harassment
- Grooming behaviour
- Emotional abuse
- Physical abuse
- Verbal abuse
- Discrimination
- Victimisation
- Hazing or initiation activities
- Intimidation
- Vilification
- Retaliation against a person making a complaint
- Violence or threatening behaviour
- Deliberate damage to property
- Possession or use of prohibited substances
- Abuse of alcohol at Club activities
- Unsportsmanlike conduct
- Abuse of officials
- Inappropriate behaviour on social media or digital platforms

Child Safety

WASC has zero tolerance for child abuse.

Every adult involved with the Club has a responsibility to:

- Prioritise the safety and wellbeing of children.
- Maintain appropriate professional boundaries.
- Never engage in grooming behaviour.
- Avoid one-on-one situations where they cannot be observed unless unavoidable.
- Follow all photography and social media policies.
- Report concerns immediately.

The welfare of children always takes precedence over winning, performance or reputation.

Competitor Responsibilities

Swimmers are expected to:

- Compete fairly and honestly.
- Respect officials and competitors.
- Follow directions from coaches and officials.
- Encourage teammates.
- Never bully, ridicule or exclude another swimmer.
- Take responsibility for their behaviour.
- Represent the Club with pride.
- Compete for enjoyment and personal improvement.

Parents and Guardians

Parents and guardians play an essential role in creating a positive sporting environment.

Parents are expected to:

- Encourage participation without placing unreasonable pressure on children.
- Support all swimmers, not just their own child.
- Respect coaches, officials and volunteers.
- Allow coaches to coach.
- Never abuse officials or volunteers.
- Raise concerns through appropriate Club processes.
- Model respectful behaviour.

Coaches

Coaches must:

- Place athlete welfare above winning.
- Provide a safe, inclusive and positive environment.
- Maintain appropriate qualifications and accreditation.
- Comply with child safeguarding requirements.
- Maintain appropriate professional boundaries.
- Never exploit their position of authority.
- Use appropriate physical contact only where necessary and appropriate.
- Communicate respectfully with swimmers and families.
- Encourage lifelong enjoyment of swimming.

Team Managers and Support Personnel

Team Managers and support personnel must:

- Place athlete welfare first.
- Act professionally at all times.
- Support coaches and officials.
- Maintain confidentiality.
- Exercise an appropriate duty of care during travel and competition.
- Promote a positive team culture.

Technical Officials

Technical Officials must:

- Apply the rules consistently and fairly.
- Treat all competitors equally.
- Remain impartial.
- Conduct themselves professionally.
- Continue professional development.
- Promote respect for officiating.

Committee Members, Administrators and Volunteers

Committee Members and volunteers must:

- Act in the best interests of the Club.
- Exercise good governance.
- Avoid conflicts of interest.
- Maintain confidentiality.
- Make decisions fairly and transparently.
- Treat members respectfully.
- Support integrity and child safety initiatives.

Online Behaviour

All members must comply with the Club's Social Media, Digital Communication and Online Safety Policy.

Online behaviour should reflect the same standards expected in person.

Private group chats, messaging apps and social media platforms are not exempt from this Code.

Integrity and Safe Sport

All members are expected to comply with the Swimming Australia National Integrity Framework, including policies relating to:

- Safeguarding Children and Young People
- Member Protection
- Improper Use of Drugs and Medicines
- Competition Manipulation and Sports Wagering
- Complaints, Disputes and Discipline

Members must cooperate with any investigation conducted under these policies.

Reporting and Concerns

If you witness or experience behaviour inconsistent with this Code, report it as soon as possible to:

- a Coach
- the Club President
- the Club Secretary
- the Club Member Protection Information Officer (MPIO) or Child Safety Officer
- Swimming NSW or Swimming Australia where appropriate

Serious child safety concerns or criminal matters should be reported immediately to the relevant authorities.

No person will be victimised for making a genuine report in good faith.

Breaches of This Code

Breaches may be dealt with under the Club Constitution, By-Laws, National Integrity Framework or Safe Sport Framework.

Depending on the seriousness of the behaviour, outcomes may include:

- Education
- Informal resolution
- Verbal or written warning
- Apology
- Removal from an activity
- Suspension
- Termination of membership
- Referral to Swimming NSW, Swimming Australia, Sport Integrity Australia or law enforcement

Commitment

Every member of Warringah Aquatic Swim Club shares responsibility for creating a culture built on integrity, respect, inclusion, safety and excellence.

Together we can ensure swimming remains a welcoming, enjoyable and safe sport for everyone.