



Swimming Club
Codes of Practice
& Principles

NWSC – Code of Conduct

Objective & Scope

The purpose of this document is to establish a set of guidelines and procedures, which outline the responsibilities and behaviours of members of Northern Wave Swimming Club.

It is expected that the principles of the Code of Conduct should be followed at all events and training sessions.

Code of Conduct

Behaviour and Personal Conduct must be of a high standard and reflect favourably on the club, our sport and our community. Language should always be appropriate and socially acceptable.

Standards that we maintain should reflect the principles of fairness, honesty and trust which support our constitution. These standards extend to internal and external club relationships.

Environment should be open, honest and unprejudiced which supports a healthy and balanced lifestyle. We are committed to achieving an environment where people are valued and respected.

In addition, it is expected that all members of NWSC, when attending any event or club session shall:

- ? Comply with the codes, rules and laws within the guidelines set out by the ASA.
- ? Behave without discrimination and harassment on any grounds, including: gender, race, colour, marital status, sexual orientation, pregnancy, ethnic origin, nationality, religion or religious belief, disability or age.
- ? Respect the basic human rights, worth and dignity of each member.
- ? Not encourage swimmers, volunteers or officials to violate the rules of the club or the sport.
- ? Encourage all swimmers to obey the spirit of the rules and laws both in and out of the pool.
- ? Treat our competitors and teams with respect at all times.

NWSC BULLYING & HARASSMENT POLICY

We are committed to providing an environment that is free from bullying, harassment and victimisation on any grounds. This means a place where everyone should be treated with dignity, respect and fairness.

As a vital part of our club principles, this policy sets out what to do if you feel you have been bullied, harassed or victimised in some way at the club.

How do you recognise it?

Examples of such behaviour might be if someone makes personal comments to you that are offensive, or verbally abuses you. Physical harassment would typically involve some element of inappropriate touching or bodily contact. For the sake of clarity, occasional differences of opinion, conflicts and problems in relations generally would not usually be seen as bullying - provided that these are not intended to harm or deliberately offend you.

'A place where everyone should be treated with dignity, respect and fairness'

If you feel that you are being subjected to harassment in any form, do not feel that it is your fault or that you have to tolerate it. We will take a complaint seriously and it will be dealt with by the committee

Definitions of Harassment, Bullying and Victimisation

Harassment is defined as unwanted conduct with the purpose or effect of either violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Sexual harassment is a specific type of harassment which involves unwanted conduct of a sexual nature.

Bullying is a form of harassment that can include offensive, intimidating, malicious or insulting behaviour or an abuse or misuse of power which has the effect of undermining, humiliating or injuring the recipient.

Victimisation is when an individual is subjected to unwanted and humiliating behaviour because he or she has made allegations of harassment or bullying.

The Club will not tolerate harassment, bullying or victimisation for any reason including: race, ethnic or national origin, religion, religious belief, gender, gender reassignment, sexual orientation, marital status, pregnancy, disability, age, employment status, and any other legally protected status or form of harassment on any grounds.

So what can you do about it?

You have a number of options to enable you to deal with harassment, ranging from simply telling the person that their behaviour is unacceptable to you, to making a formal complaint to the committee.

As a first step, if you feel you can, speak up at the time and tell the person to stop. If you do not feel able to approach the harasser yourself you should talk to any of the committee members about resolving the situation.

PRINCIPAL CONTACTS ON CLUB CONDUCT:

Graeme Semple	Secretary	0771 267 4198
Trevor Burchick	Chair	0794 138 4988

CHILD PROTECTION PROCEDURES

As a club, NWSC is committed to compliance with all legal guidelines that the ASA provide.

The Department of Legal Affairs has recently produced a pack which provides information for us regarding Child Protection in Sport.

A child is classed as an individual under the age of 18 and as such, we do not have any club members below this age.

Our partners in Water polo and any affiliate swimmers (eg Triathlon Club) need to have their own Child Protection Procedures if they have minors that participate with them.

We will endeavour to make all members and associates aware of these guidelines by posting them on our website.