



## **Riverton Aquanauts Incorporated Swimming Club (“The Club”): Code of Ethics**

### **PREFACE**

Riverton Aquanauts Incorporated Swimming Club constitution provides for a Code of Ethics (“the Code”) to be ratified by the Committee.

The Code has been designed to protect The Club, Committee members, members, volunteers, parents and swimmers as individuals. The Code is binding on Committee members, as well as any other member carrying out the business of The Club. Failure to comply with the Code of Ethics may result in removal from office.

- The Riverton Aquanauts Incorporated Swimming Club’s objectives are set out in **The Constitution** which determine the function of the personnel and the operation of the Committee.
- **The Code of Ethics** determines the manner in which position holders conduct themselves while performing those functions.

### **AGREEMENT TO ABIDE BY THE CODE OF ETHICS (for Committee members and any working Members)**

It is agreed that The Club requires a united code of ethics which is binding on all its committee members and working members. It is further agreed that all Committee members and working members must read, acknowledge, and agree to abide by the Code.

I hereby confirm that I have read and understood the Code of Ethics of the Riverton Aquanauts Incorporated Swimming Club and agree to abide by it.

Signed: \_\_\_\_\_

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

Date: \_\_\_\_\_

## **MISSION, VISION, PRINCIPLE OBJECTIVES AND VALUES OF THE CLUB**

The Riverton Aquanauts purpose is to **instil a life-long love of swimming and to build a program of excellence, team unity and fun where every swimmer can achieve their potential in swimming and in life.**

The mission is to **encourage swimmers at all ages and levels to develop their talents and achieve their goals, with an inclusive and welcoming club atmosphere.**

The principle objectives for which the Riverton Aquanauts Incorporated Swimming Club is established are:

1. To increase participation of all areas of swimming, coaches, officials, volunteers and parents through delivering a high range of high-quality programs to support and motivate swimmers, coaches, members, volunteers and technical officials.
2. To create a positive working relationships and effective communication with key stakeholders and sponsors, to strengthen the clubs Community profile and grow financial resources.
3. To be a recognised leader in competitive swimming in all areas, pool and open water, and strengthen out sustainability for the future, growing participation in State and National competitions.
4. To demonstrate leadership for swimming in Riverton Aquanauts through effective governance and management practices.

The values the club stand for, aligned with Swimming WA, are:

1. **Safety:** Promote safety & wellbeing.
2. **Passion:** Having fun & being the best that we can be.
3. **Integrity:** be honest and fair.
4. **Respect:** Be fair & value everyone. Be a good sport
5. **Inclusion:** Everyone who wants to swim, swims.
6. **Teamwork:** Firendships, enjoyment & fun!

***The objectives as laid out in the purpose, mission, principle objectives and values are to be upheld at all times.***

## **CODE OF ETHICS**

### **1. WITH THE CLUB**

- 1.1. The duties and obligations as provided by the constitution are to be complied with. The objects as laid down in the constitution are to be upheld.
- 1.2. Duties, obligations and objects are to be carried out loyally, in a voluntary capacity and in a spirit of cooperation with the Club as a whole. Persons holding a position of responsibility are to encourage each person working with them to feel a useful and necessary part of The Club.
- 1.3. Code of Conduct expectations as provided in the Riverton Aquanauts Swimming Club Handbook are to be complied with.
- 1.4. Confidential material is to be kept safely and used properly.
- 1.5. Confidential matters discussed or raised as part of Committee meetings through the role on the Committee are to remain confidential unless there is a legal obligation to disclose.
- 1.6. Persons entrusted with money belonging to The Club are legally responsible for it and are to ensure that proper financial records are kept.
- 1.7. No Riverton Aquanauts mailing list shall be used to promote the sale of goods or services by any person or organisation other than the Riverton Aquanauts without permission of the committee. No Riverton Aquanauts mailing list shall be used to promote the sale of goods or services by any person or organisation other than the Riverton Aquanauts unless benefit to the Riverton Aquanauts is the primary consideration.
- 1.8. No Riverton Aquanauts meet or function shall be used for the promotion of political, religious, racial or other causes; nor shall political, religious or racial views be expressed in Riverton Aquanauts written matter or when representing the Riverton Aquanauts in public.
- 1.9. Personal conduct and appearance reflect on the Riverton Aquanauts and the respect in which it is held. Do nothing which will bring The Club into disrepute.
- 1.10. The Club will act promptly to rectify the subject of any complaint which is found to be substantiated.
- 1.11. The Riverton Aquanauts services shall be available to everyone who is entitled to them, and shall be free from any form of discrimination, irrespective of a person's country of birth, language, culture, race or religion.
- 1.12. In discussing matters relating to the Club opinions may vary. All opinions are valid and should be treated with respect. Everyone should feel safe to bring opinions forward and have their voice heard. Alternate opinions should be encouraged to ensure that the best interests of the Swimmers and the Club are considered fairly when implementing any changes or making decisions affecting the Club.

## **2. WITH THE SWIMMER**

- 2.1. Decisions are to be made with the best interests of the swimmer in mind at all times.
- 2.2. Riverton Aquanauts Committee and working members commit to creating a positive atmosphere for swimmers, coaches, officials, parents or friends by role modelling sportsmanship and showing respect for swimmers, coaches, officials, parents or friends.
- 2.3. Riverton Aquanauts Committee and working members will reinforce messages of fair and respectful behaviour by communication mediums around our facilities and providing information on our website, in our newsletter and through other club communication.
- 2.4. Uniform requirements as set out by the Riverton Aquanauts Swimming Club and Coaching staff including proper dry land attire will be encouraged by consistent messaging on our website, in our newsletter and through other club communication.

### **3. WITH THE COMMUNITY**

- 3.1. Riverton Aquanauts personnel are to cooperate with local swimming clubs, sporting organisations, and any other relevant community members, and maintain positive relationships with governing bodies such as Swimming WA and Swimming Australia.
- 3.2. Riverton Aquanauts personnel are to establish and maintain positive working relationships with key stakeholders and sponsors in the community in order to strengthen the club profile, including local city councils and state and local government.
- 3.3. Negative discussion of particular swim squads, clubs, coaches, technical officials, swimmers, members, volunteers or committee members is to be discouraged, either at Committee Meetings or in conversations.