



## **CODE OF CONDUCT**

### *Purpose*

This code aims to provide guidance on the behaviour expected of all people when participating in the activities managed by Auckland Diving Community Trust (Auckland Diving).

### *Application*

This code applies to anyone involved in Auckland Diving and its member clubs North Harbour Diving and Diving Waitākere. This includes volunteers, divers, supporters, club members, employees, service providers, and families/ whānau of divers.

### *Values*

Auckland Diving knows everyone involved in the sport is here because of a shared passion for diving and care for the people involved. Auckland Diving aims to provide a safe, inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interactions with others.

Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in the sport. Everyone involved in diving joins with good intentions and we are all expected to do our part responsibly and to comply with our policies and rules.

Auckland Diving recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. Auckland Diving is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

### *Expected behaviours - Everyone*

Everyone is expected to:

- respect the rights, dignity and value of others
- be considerate and treat everyone fairly and equally
- be a positive role model
- be committed to providing a quality service and sporting environment
- behave professionally, responsibly and ethically, at all times
- not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others, in person or online
- remain free of the influence of drugs, performance enhancing substances and alcohol while involved in Auckland Diving's activities
- ensure safe and healthy practices at all times

- follow this code and Auckland Diving's other policies and procedures
- report breaches of this code, Auckland Diving's policies and procedures, and any applicable rules issued by Auckland Diving in a timely and appropriate way

#### *Expected Behaviours - Divers*

Divers are expected to:

- play competitively and fairly, and observe the applicable rules of diving
- be humble in both success and defeat
- be respectful of and refrain from arguing with or abusing officials, coaches, team managers, teammates, and other competitors

#### *Expected behaviours - Family/whānau*

Family/whānau of divers are expected to: [add not interrupting classes, coaching during session, talk to coach afterwards]

- remember diver enjoyment of the sport is most important
- encourage divers, not force them
- focus on diver effort and performance, not the end result
- never punish divers for making a mistake or not winning
- encourage divers to play by the rules of the sport
- be appreciative of officials, coaches, supervisors and team managers, and respect their decisions. Family/ whānau should approach a coach at the end a session if they wish to discuss anything, to avoid interrupting a session which impacts all the divers, as well as the coach.

#### *Expected behaviours - Coaches/supervisors*

Coaches/supervisors are expected to:

- lead by example
- respect and treat all divers fairly and equally
- support divers to reach their full potential, keeping in mind their individual talents, developmental stages and sporting goals
- provide all divers in a class/squad with equal attention and opportunities
- operate within the rules of the sport, and the principles of fair play, while encouraging divers to do the same
- advocate a sporting environment free of drugs, alcohol and performance enhancing substances, guided by Drug Free Sport New Zealand
- display courtesy, respect, honesty and professionalism to everyone involved in the activities of Diving Auckland, including family/ whānau, other competitors, coaches, officials and team managers

- provide a quality service to divers, including:
  - providing structured training that is appropriate to divers’ needs and goals and
  - seeking advice and assistance where required.
- provide a safe sporting environment, as far as possible by:
  - making sure all equipment and facilities meet health and safety standards
  - making sure all equipment, rules, training and environments are appropriate, taking into account divers’ ages, maturity (physical and emotional), experience and ability
  - being considerate toward sick and injured divers and encourage them to seek medical advice
  - be alert to the abuse of divers, verbally, physically and emotionally.

Close personal relationships between a coach and a diver, where the diver is aged under 18, are prohibited. Close personal relationships between a coach and a diver where the diver is aged 18 or over are not prohibited, but the coach must disclose any such relationship to a representative of Auckland Diving. Disclosure is necessary to manage any issue of real or perceived bias or other conflict of interest which a close personal relationship could create.

#### *Expected behaviours - Team managers/supervisors*

Team managers/supervisors are expected to:

- be responsible and accountable for the overall management and wellbeing of the team/group
- have a good understanding of Auckland Diving’s policies and other relevant diving rules or guidelines, encouraging the team/group acts in accordance with them.

#### *Expected behaviours - Organisation based officials*

Officials are expected to:

- officiate competitions and events fairly and impartially, placing diver safety at the heart of their approach
- have a thorough understanding of the applicable diving rules
- condemn unsporting behaviour and encourage respect for competitors
- support other officials and encourage respect for them
- treat all divers equally, and with dignity and respect
- conduct themselves in an ethical way.

#### *Reporting a breach*

Individuals who wish to report an alleged breach of this code should follow the complaints procedure outlined in the Complaints Policy and Procedure.