

Code of Conduct

Water Polo Victoria (WPV) recognises the importance of ensuring the values of water polo are upheld and have taken positive steps to ensure the Victorian water polo community are aware of our member protection policy, as well as our desire for all to enjoy the sport and play in the spirit of the game.

WPV adopts **Think Act Play**.

There are three slogans that underpin the **Think Act Play** program aimed at promoting positive behaviour and respect. The slogans include:

- **Think before you speak:** What you say and do shapes the culture of our sport. Your words can influence the way people are seen and treated by others, and the way in which people feel about themselves. It can also impact the way the community perceives our sport. Remember - what you say matters.
- **Act with respect:** Showing respect and treating everyone fairly is just as important as the game. No matter who you are or where you come from, treating each other with respect and dignity ensures everyone can enjoy the game. Whether you're playing, coaching or cheering from the sidelines - respect the referee's decision. Remember - to earn respect you must give it.
- **Play in the spirit of the game:** The way you play, coach and support says a lot about your character. Playing in the spirit of the game is more than just the rules. Players that keep their cool under pressure, even when things are not going their way, have a better chance of winning the game. Coaches that encourage sportsmanship get the best from their players. Parents that set a good example help their children enjoy the game. Remember - take responsibility for your actions and play in the spirit of the game.

The target groups for **Think Act Play** include players, coaches, officials, parents and spectators; essentially the entire Water Polo community. Whatever your role in the sport, remember that you are inspiring and influencing others, and what you say and do matters.

The following pages detail the codes of conduct that are to be adhered to under all circumstances.

Water Polo Australia (WPA) and Water Polo Victoria (WPV) are committed to the requirements for the protection of the health, safety and well-being of all our members. To achieve that, we have a Member Protection Policy, the goal of which is to provide a safe and comfortable environment so that all members can compete and enjoy our great sport in a harassment free environment. The Member Protection Policy is available at http://www.foxsportspulse.com/assoc_page.cgi?c=0-3142-0-0-0&SID=151491. A key element of the Member Protection Policy is the Code of Conduct, which applies to all of us.

It is the expectation of WPV that all persons associated with our sport including players, coaches, officials, parents and spectators abide by the Code of Conduct detailed below. Non-compliance with the Code of Conduct will be referred to the Board of WPV for formal investigation and resolution under the Member Protection Policy processes.

Player | Athlete Code of Conduct

1. Play by the rules.
2. Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition.
3. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
4. Work equally hard for yourself and/or your team. Your team's performance will benefit so will you.
5. Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
6. Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
7. Cooperate with your coach, team mates and opponents. Without them there would be no competition.
8. Participate for your own enjoyment and benefit, not just to please parents and coaches.
9. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Parent | Guardian Code of Conduct

1. Remember that children participate in sport for their enjoyment, not yours.
2. Encourage children to participate, do not force them.
3. Focus on the child's efforts and performance rather than winning or losing.
4. Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence.
5. Never ridicule or yell at a child for making a mistake or losing a competition.
6. Remember that children learn best by example. Appreciate good performances and skillful plays by all participants.
7. Support all efforts to remove verbal and physical abuse from sporting activities.
8. Respect officials' decisions and teach children to do likewise.
9. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
10. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Coach Code of Conduct

1. Respect the rights, dignity and worth of every human being. Treat everyone equally regardless of sex, disability, ethnic origin or religion.
2. Ensure the athlete's time spent with you is a positive one. All athletes are deserving of equal attention and opportunities.
3. Treat each athlete as an individual. Respect the talent, development stage and goals of each individual athlete. Help each athlete reach their full potential.
4. Provide a drug free environment.
5. Be fair, considerate and honest with athletes.
6. Be professional and accept responsibility for your actions. Maintain or improve your current NCAS accreditation. Seek continual improvement through performance appraisal and ongoing coach education. Provide a training program, which is planned and sequential. Maintain appropriate records.
7. Make a commitment to providing a quality service to your athletes.
8. Operate within the rules of your sport. Any physical contact with athletes should be:
 - Appropriate to the situation
 - Necessary for the athlete's skill development
 - Refrain from any form of personal abuse towards your athletes.
9. Refrain from any form of harassment.
10. Provide a safe environment for training and competition.
11. Show concern and caution towards sick and injured athletes.
12. Be a positive role model for your sport and athletes.
13. Refrain from inappropriate behaviour towards officials and parents.

Referee | Official Code of Conduct

1. Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability involved with water polo (including athletes, coaches, officials, administrators, parents and spectators) and encourage other referees/officials to demonstrate these qualities.
2. Be professional in your appearance and manner and accept responsibility for all actions taken.
3. Provide a drug free environment.
4. Make a commitment to providing quality service to officiating by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of any competencies.
5. Operate within the rules and spirit of water polo.
6. Refrain from any form of personal abuse towards athletes, officials, parents and coaches.
7. Refrain from any form of sexual harassment.
8. Place the safety and welfare of the participants above all else.
9. Be impartial.
10. Avoid any situation which may lead to a conflict of interest.
11. Show concern and caution towards sick and injured athletes.
12. Encourage inclusivity and access to all areas of officiating.
13. Be a positive role model for refereeing and officiating.

Spectator Code of Conduct

1. Remember that people participate in sport for their enjoyment and benefit, not yours.
2. Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
3. Respect the decisions of officials and teach players to do the same.
4. Never ridicule or scold a player for making a mistake. Positive comments are motivational.
5. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
6. Show respect for your team's opponents. Without them there would be no game.
7. Encourage players to follow the rules and the official's decisions.
8. Do not use foul language, sledge or harass players, coaches or officials.
9. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Administrator and Volunteer Code of Conduct

Includes Board and Committee Members, employees, contractors and appointed officers of WPV

1. Involve young people in planning, leadership, evaluation and decision making related to the activity.
2. Give all people equal opportunities to participate.
3. Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator, etc.
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of players.
5. Provide quality supervision and instruction for junior players.
6. Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
7. Help coaches and officials highlight appropriate behaviour and skill development and help improve the standards of coaching and officiating.
8. Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
9. Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
10. Remember, you set an example. Your behaviour and comments should be positive and supportive.
11. Make it clear that abusing people in any way is unacceptable and will result in disciplinary action.
12. Respect the rights, dignity and worth of every person regardless of their age, gender, ability, cultural background or religion.