Code of Conduct

Samoa Aquatics expects all members, supporters, advisors, staff, associates, and ASBMs of Samoa Aquatics to abide by a Code of Conduct that upholds the principles and values of the organisation.

Respect the rights, dignity and worth of others	• Be fair, considerate, and honest in dealings with others • Refrain from any form of abuse, harassment, discrimination, or victimisation towards others • Be professional, and accept responsibility for your actions
Maintain high standards of integrity	• Operate within the rules of Samoa Aquatics and maintain an uncompromising adhesion to standards, regulations, and policies • Advocate a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the Samoa Medical & Anti-Doping Agency, the World Aquatics Anti-Doping Code and the World Anti-Doping Code • Advocate a sporting environment free of match-fixing • Be a positive role model • Do not provide comment to any media in a negative way regarding Samoa Aquatics or its members • Never act in a way that may bring disrepute or disgrace to Samoa Aquatic members, its stakeholders and/or sponsors, potential sponsors and/or partners
Provide a safe and fair environment for athletes, spectators, event staff and anyone else involved with the event and the sport at large	• Commit to providing a quality service • Operate within the Constitution, Rules, Policies and Procedures on Samoa Aquatics • Adopt appropriate risk and management strategies to ensure that the event is safe • Ensure equipment and facilities meet safety standards • Ensure equipment, rules, training, and the environment are appropriate for the age, physical and emotional maturity, experience, and ability of the participants • Seek advice and assistance from a professional when additional expertise is required • Maintain appropriate records

Any breach of the Code of Conduct may result in disciplinary action taken under the Samoa Aquatics Complaints and Discipline Policy and Process that forms part of the Samoa Aquatics Membership Protection Policy Manual.

These important membership documents can be found at www.samoaaquatics.com

APPENDIX to the Code of Conduct

A Team Manager will:

- Agree to abide by the Code of Conduct.
- Be responsible for the overall welfare and well-being of the team members and officials when travelling with the team.
- Maintain a "duty of care" towards the team members and be accountable for the team's management.
- Have a sound working knowledge of the Samoa Aquatics Constitution, Rules, and Policies, and ensure that the conduct of the team's affairs is per these and/or any other policies and guidelines determined by Samoa Aquatics.

A Coach will:

- Agree to abide by the Code of Conduct.
- Respect the rights, dignity and worth of every individual athlete as a human being regardless of gender, disability, ethnic origin or religion.
- Not participate in sports betting or gambling associated with aquatic events and/or aquatic results in which they participate or have been directly involved.
- Respect each athlete's talent, development stage and goals to help them reach their full potential.
- Maintain high standards of integrity, operating within the rules of sport and in the spirit of fair play while encouraging your athletes to do the same.
- Advocate a sporting environment free of drugs and other performance-enhancing substances within the guidelines of the Samoa Medical and Anti-Doping Agency.
- Not disclose any confidential information relating to their athletes without written prior consent.
- Be a positive role model for the sport and athletes and act in a way that projects a positive image of coaching whereby all athletes deserve equal attention and opportunities, ensuring the athlete's time spent with you is a positive experience.
- Be fair, considerate and honest with athletes, encouraging and promoting a healthy lifestyle whereby you refrain from smoking and drinking alcohol around athletes.
- Display high standards in your language, manner, punctuality, preparation and presentation.
- Be professional and accept responsibility for your actions
- Refrain from initiating a relationship with an athlete but must also disclose any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches.
- Provide a safe environment

An Athlete will:

- Agree to abide by the Code of Conduct.
- Not participate in sports betting or gambling associated with the aquatic events in which they participate or have been directly involved.
- Never argue or verbally abuse an official; always use the appropriate rules and guidelines to resolve a dispute.
- Conduct yourself in a sportsman-like manner and respect fellow swimmers, coaches, managers, staff, officials and the achievements of opponents and teammates.
- Not bully or take an unfair advantage of another competitor.
- Cooperate with coaches, managers, teammates and opponents.
- Refrain from possessing or consuming prohibited substances in Samoa Aquatics and Aquatic Sport Body Members (ASBMs) camps or on tour.

- Not consume or purchase alcohol and tobacco while in Samoa Aquatics and ASBMs camps or on tours
- If an athlete is found intoxicated or suspected of drug use or disregarding. This rule, they will be immediately repatriated (sent home) at their own expense. A 12-month stand-down period will be applied if found in breach of this code.
- Comply with training, competition, curfew and behaviour requirements directed by Samoa Aquatics and ASBMs while in camp
- Comply with Samoa Aquatics and ASBMs uniform when representing Samoa Aquatics regionally and internationally.
- Refrain from sexual conduct between athletes, management or Association members when representing Samoa Aquatics.
- Seek approval for any publication intended for media before it being released
- Contacting the General Secretary
- Use social media responsibly. All National athletes must not:
- Post offensive or inappropriate pictures or comments that will directly or indirectly impact the image of Samoa Aquatics
- Posts do not violate Samoa Aquatics Policies
- Maintain consistent and accessible communication with the team manager or national coach if a national representative for aquatics is needed.
- Be timely in reports to ASBMs if a National representative
- Be professional and accept responsibility for your actions

A Technical Official will:

- Agree to abide by the Code of Conduct.
- Be fair, considerate and honest with others.
- Not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with aquatic events and/or results in which they participate or have been directly involved.
- Be professional in all actions. Ensure language, presentation, manner, and punctuality reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for others.

Samoa Aquatics Code of Conduct Agreement Form

I, _____
Full Name

of _____
Aquatic Sport Body Member

I agree to the following terms:

- I agree to abide by Samoa Aquatics Code of Conduct as set out above.
- I acknowledge that Samoa Aquatics may take disciplinary action against me if I breach the Code of Conduct. I understand that Samoa Aquatics is required to implement a complaint handling procedure in accordance with the principles of natural justice in the event of an allegation against me.
- I acknowledge that disciplinary action against me for a proven or established breach may include suspension or loss of my Samoa Aquatics membership, depending on the seriousness of the breach.

Signature: _____

Date: _____

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