



## NEW ZEALAND WATER POLO

### Code of Conduct

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New Zealand Water Polo wishes to acknowledge the use of Sport NZ's Code of Conduct template to draft this Code of Conduct.

#### Values and Purpose

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New Zealand Water Polo (**NZWP**) understands everyone involved in water polo in New Zealand is involved because of a shared passion for the sport and care for the people involved in the sport.

NZWP aims to provide a safe, inclusive, and enjoyable environment for everyone involved in its activities and is committed to maintaining the highest standards of honesty, integrity, fairness, and ethical conduct in water polo. People involved in water polo are expected to show respect and courtesy in their interactions with others.

Children and young people must be cared for, treated with respect and their welfare placed at the centre of everything we do in water polo. Everyone involved in water polo joins with good intentions and we are all expected to do our part responsibly and to comply with NZWP policies and by-laws (as defined by NZWP's constitution).

In carrying out its role and responsibilities, NZWP must maintain the trust of its stakeholders, protect against improper conduct, and differentiate between acceptable and unacceptable behaviour. Enforcing the highest standards of ethical conduct by NZWP will protect:

- a) The brand and reputation of water polo in New Zealand and NZWP.
- b) The long-term sustainability of water polo in New Zealand and NZWP as an entity.

This Code of Conduct (**this Code**) aims to:

- a) Provide guidance on the behaviour expected of all people when participating in the sport of water polo.
- b) Support an inclusive environment where all people are treated with dignity, respect, and courtesy.

This Code applies to anyone involved in the sport of water polo including the directors of the board of NZWP (**Board**), employees of NZWP (**Employees**), contracted athletes, coaches, and referees of NZWP, members of NZWP, volunteers, supporters, participants, families/whanau of participants and service providers (**Everyone**). Directors and Employees are also expected to comply with the Supplemental Code of Conduct for Employees and Directors of NZWP.

This Code should be read together with other policies of NZWP, including:

- a) Supplemental Code of Conduct for Employees and Directors.
- b) Referee Care Policy.

- c) Social Media Policy.
- d) Protected Disclosures Policy
- e) Conflicts of Interest Policy.
- f) Close Relationships Policy.
- g) Complaints Policy.

## **Expected behaviours**

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### **Everyone**

Everyone must always obey the law and is expected to:

- Act in good faith
- Show commitment to NZWP's purpose
- Follow the principles of fair play, and encourage others to do the same
- Respect the rights, dignity, and value of others
- Be considerate and treat everyone fairly and equally
- Be a positive role model
- Communicate with others in a way that is honest and considerate
- Be committed to providing a quality service and sporting environment
- Always behave professionally, responsibly, and ethically
- 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 NZWP's activities
- Always ensure safe and health practises Follow this Code, NZWP's other policies and procedures, and by-laws (as defined by NZWP's constitution) issued by NZWP, as applicable Report breaches of this Code, NZWP's other policies and procedures or NZWP's by-laws (as defined by NZWP's constitution) in a timely and appropriate manner

### **Participants**

Participants are also expected to:

- Play competitively and fairly
- Play by the rules of water polo
- Be humble in both success and defeat
- Be respectful of officials/referees, coaches, team managers, teammates, and other competitors
- Refrain from arguing with or abusing officials/referees, coaches, and team managers
- Be cooperative with officials/referees, coaches, team managers, teammates, and other competitors

## **Family/whanau**

Family/whanau of participants are also expected to:

- Lead by example
- Remember participant enjoyment of the sport of water polo is most important
- Encourage participants, not force them
- Focus on participant efforts and performance, not the final sporting result
- Never punish participants for making a mistake or not winning
- Encourage participants to play by the rules of the sport
- Encourage low-level resolution of disagreements
- Be appreciative of officials/referees, coaches, supervisors, and team managers, and respect their decisions

## **Coaches/supervisors/managers**

Coaches/supervisors/managers are also expected to:

- Lead by example
- Respect and treat all participants fairly and equally
- Support participants to reach their full potential, keeping in mind their individual talents, development stages and sporting goals
- Provide all participants with equal attention and opportunities
- Operate within the rules of the sport, and the principles of fair play, while encouraging participants to do the same
- Advocate a sporting environment free of drugs, alcohol and performance enhancing substances, guide by Drug Free Sport New Zealand
- Display courtesy, respect, honesty, and professionalism to everyone involved in the activities of NZWP, including family/whanau, other competitors, coaches, officials/referees, and team managers. Professionalism includes the display of control and high standards in language, manner, punctuality, preparation, and presentation. Coaches should also encourage their team/group to demonstrate the same qualities
- Accurately represent all qualifications, experience, competence, and affiliations they have
- Provide a quality service to participants including:
  - Maintaining qualifications as appropriate
  - Seeking continuous improvement and development opportunities for themselves
  - Providing structured training that is appropriate to participants' needs and goals
  - 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 considering participants ages, maturity (physical and emotional), experience and ability
  - Encouraging participants to seek medical advice when sick or injured

- Being considerate and proactive toward sick and injured participants by providing a modified training programme where appropriate and maintaining the same interest and support towards them as you would to healthy athletes
- Supplements: Not make recommendations or give advice to Athletes, Coaches or others participating in sport to take, or not take, supplements or provide nutritional advice, unless authorised to do so. No elective medical or otherwise treatments to be facilitated.
- Be alert to the abuse of participants, verbally, physically, and emotionally

### **Team managers/supervisors**

Team managers/supervisors are also expected to:

- Be responsible and accountable for the overall management and wellbeing of the team/group
- Create a collaborative and inclusive team/group environment
- Have a good understanding of NZWP's policies and other relevant water polo rules and regulations, ensuring the team/group acts in accordance with them

### **Referees/officials**

Referees/officials are also expected to:

- Accurately represent all qualifications, experience, competence, and affiliations they have
- Officiate matches fairly and impartially, placing participant safety at the heart of their approach
- Have a thorough and up-to-date understanding of the rules of New Zealand water polo and seek to continuously improve themselves through study of the game, rules mechanics and the techniques of game management
- Condemn unsporting behaviour and encourage respect for competitors
- Support other referees/officials and encourage respect for them
- Treat all participants equally, and with dignity and respect, and
- Conduct themselves in an ethical way

### **Reporting concerns**

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Individuals who wish to report an alleged breach of this Code should follow the complaints procedure in NZWP's Complaints Policy. Employees should first consult the NZWP Protected Disclosures Policy to determine whether they should report it according to the process set out in that Policy.

### **Review**

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This Code is subject to bi-annual review (or at such time as circumstances arising may require) by the Board.

August 2023