



General Code of Behaviour

As a person required to comply with this By-Law you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate and in any role you hold within Diving Australia, a Member State or a State Affiliate:

1. Respect the rights dignity and worth of others
2. Be fair, considerate and honest in all dealing with others
3. Be professional in, and accept responsibility for your actions
4. Make a commitment to providing quality service
5. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example
6. Be aware of, and maintain an uncompromising adherence to Diving Australia standards, rules by-laws and policies
7. Operate within the rules of diving including national and international guidelines which govern Diving Australia, the Member States and the State Affiliates
8. Understand your responsibility if you breach, or are aware of any breaches of this Code of Behaviour
9. Do not use your involvement with Diving Australia, a Member State or a State Affiliate to promote your own beliefs, behaviours or practices where these are inconsistent with those of Diving Australia, the Member States or the State Affiliates
10. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible
11. Refrain from any form of abuse towards others
12. Refrain from any form of harassment towards, or discrimination of, others
13. Provide a safe environment for the conduct of the activity
14. Show concern and caution towards others who may be sick or injured
15. Be a positive role model

Administrator Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, as an administrator of Diving Australia, a Member State or a State Affiliate you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate:

1. Be fair, considerate and honest in all dealing with others
2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards
3. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example
4. Resolve conflicts fairly and promptly through established procedures
5. Maintain strict impartiality
6. Maintain a safe environment for you and others
7. Be aware of your legal responsibilities
8. Be a positive role model for others

Coach Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, as a coach appointed by Diving Australia, a Member State or a State Affiliate you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate:

1. Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability.
 - Refrain from any discriminatory practices on the basis of age, gender, religion, ethnic origin or ability of divers.
2. Endeavour to ensure the diver's time spent with you is a positive experience.
 - Respect the talent, developmental stage and goals of each individual diver.
3. Treat each diver as an individual and help them reach their full potential.
 - Provide training programs that are planned and sequential and suitable for the age, experience and ability of the divers.
4. Be fair, considerate and honest with divers.
 - Be reasonable in your demands on your divers' time and ensure there is an appropriate balance between sporting involvement, education and career objectives.
 - Implement clear rules for divers in training and general conduct.
5. Be professional in your appearance and manner and accept responsibility for your actions.
 - Display high standards in language, manner, punctuality, preparation and presentation.
 - Display control, respect, dignity and professionalism to all involved with diving (including opponents, coaches, officials, scorers, administrators, the media, parents, and spectators) and encourage your divers to demonstrate the same qualities.
6. Make a commitment to providing a quality service to your divers, your State Affiliate, State/Territory and Diving Australia, by continually improving your coaching knowledge and skill.
 - Maintain and improve your NCAS accreditation.
 - Seek continual self-improvement through performance appraisal and ongoing education.
7. Operate within the rules and spirit of the sport.
 - Abide by and respect the by-laws governing diving and sport generally and the organisations and individuals administering those by-laws.
 - Reject the use of performance enhancing drugs in sport and abide by the by-laws of the relevant national and international sporting organisations and government regulatory bodies.
8. Ensure physical contact with divers is appropriate to the situation and necessary for the diver's skill development.*
 - Inappropriate physical contact is a form of sexual harassment.

9. Refrain from any form of personal abuse towards your divers.*
 - This includes verbal, physical and emotional abuse.
10. Refrain from any form of sexual harassment towards your divers.*
 - This includes explicit, implicit, verbal and non-verbal sexual harassment.
 - Refrain from initiating a relationship with a diver and also discourage, in a sensitive manner, an attempt by a diver to initiate a sexual relationship with you.
11. Provide a safe environment for training and competition.
 - Ensure that equipment and facilities meet safety standards and are appropriate for the age and ability of the divers.
12. Show consideration and caution towards sick and injured divers.
 - Provide a modified training program where appropriate.
 - Allow further participation in training and competitions only when appropriate.
 - When necessary, follow the advice of a reputable doctor or physiotherapist when determining when a sick or injured diver is ready to recommence training or competition.
13. Be a positive role model for diving and your divers.

* Adapted from the Code of Conduct of the Australian Coaching Council.

Diver Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, as a diver or participant in any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate you must meet the following requirements in regard to your conduct during any such activity or event:

1. Be a positive role model for diving at all times, and accept responsibility for your actions.
2. Participate within the competition conditions and rules, and in the spirit of fair play.
3. Respect opposition divers and officials and treat them with proper regard for their rights, obligations and position held in diving or the community.
4. Refrain from offensive or abusive language and gestures.
5. Accept victory and defeat with dignity.
6. Comply with officials' decisions in a professional manner.
7. Maintain high standards of personal hygiene and appearance.
8. Cooperate with all official requests to promote and market diving in a professional manner.
9. Behave with dignity and respect when in public.
10. Refrain from making sexist or racist jokes, jokes about a particular sexual orientation, or jokes about a diver, coach's or other participant's ability.
11. Refrain from making derogatory or demeaning remarks about any divers, coaches or participants.
12. Refrain from using profane, insulting, harassing or otherwise offensive language.
13. Refrain from making sexual innuendoes towards any divers, coaches or participants.
14. Do not tolerate acts of aggression.
15. Players should, at all times, avoid intimate relationships with their coach.
16. Perform any duties and responsibilities where you are a representative of Diving Australia in a mature, fair and professional manner.
17. Refrain from engaging in any behaviour as listed under the definitions of harassment, outlined in Diving Australia's Member Protection By-Law.

Official Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Diving Australia, a Member State or a State Affiliate and in your role as an official appointed by Diving Australia, a Member State or a State Affiliate:

1. Place the safety and welfare of the divers/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.
7. Encourage inclusivity and access to all areas of officiating.

Parent/Guardian Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, as a parent/guardian of a diver/participant in any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Remember that your child participates in sport for their own enjoyment, not yours.
2. Focus on your child's efforts and performance rather than winning or losing.
3. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
4. Show appreciation for good performance and skilful plays by all divers (including opposing divers).
5. Respect officials' decisions and teach children to do likewise.
6. Do not physically or verbally abuse anyone associated with the sport (diver, coach, official etc).
7. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Spectator Code of Behaviour

In addition to Diving Australia's General Code of Behaviours, as a spectator in any activity held by or under the auspices of Diving Australia, a Member State or a State Affiliate, you must meet the following requirements in regard to your conduct during any such activity or event:

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