



ATLANTIS CITY

**ATLANTIS CITY WATER POLO AND AQUATICS CLUB INC**  
(admin@acwpa.co.nz)

## **COACHES/TEAM MANAGERS' CODE OF CONDUCT**

As a Coach or Team Manager you will agree to **abide by this code of conduct**. In particular you will

- Respect the rights, dignity and worth of every individual player as a human being;
- Treat everyone equally regardless of gender, disability, ethnic origin or religion;
- Respect the talent, developmental stage and goals of each team member in order to help them each reach their full potential;
- Maintain a 'duty of care' towards team members and be accountable for the management of the team;
- Have a sound working knowledge of this Code of Conduct and other policies of the Club, and ensure that the conduct of the affairs of the team is in accordance with these;
- Foster a collaborative approach to the management of the team;
- Operate within the rules of water polo and, in the spirit of fair play, while encouraging your team members to do the same;
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of Drug Free Sport New Zealand; and
- Not disclose any confidential information relating to team members without their prior written consent.

As a Coach or Team Manager you will **undertake your responsibilities with professionalism**. In particular you will:

- Display high standards in your language, manner, punctuality, preparation and presentation (including dress);
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport, this includes opponents, coaches, managers, officials, administrators, the media, parents and spectators;
- Encourage your team members to demonstrate the same qualities;
- Be professional and accept responsibility for your actions;

- Refrain from initiating an intimate relationship with a team member and also discourage any attempt by a team member to initiate an intimate relationship with you, explaining the ethical basis of your refusal.
- Accurately represent personal coaching/managing qualifications, experience, competence and affiliations;
- Refrain from criticism of other coaches or managers;
- Not provide any comment to any media, or publish any negative comment (including via social media or otherwise online) regarding or on behalf of the Club; and
- Not act in any way that will or may bring disrepute or disgrace to the Club, its stakeholders and/or its sponsors, potential sponsors and/or partners.

As a Coach or Team Manager you will **provide a safe environment for training and competition**. In particular you will:

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe;
- Ensure equipment and facilities meet safety standards;
- Ensure equipment, rules, training and the environment is appropriate for the age, physical and emotional maturity, experience and ability of the players;
- Show concern and caution toward sick and injured players and allow further participation in training and competition only when appropriate;
- Encourage players to seek medical advice when required;
- Provide a modified training program where appropriate; and
- Maintain the same interest and support toward sick and injured athletes.

As a Coach or Team Manager you will **protect your team from any form of personal abuse**. In particular you will:

- Refrain from any form of verbal, physical and emotional abuse towards your team members;
- Ensure that any physical contact you're your players is appropriate to the situation and necessary only for the player's skill development. If in doubt, refrain from physical contact;
- Refrain from any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability; and
- Be alert to any forms of abuse directed towards your team members from other sources while they are in your care.

As a Coach you will **be a positive role model for water polo, the Club and all Club athletes by acting in a way that projects a positive image of coaching**. In particular you will:

- Act in a way that acknowledges that all team members are deserving of equal attention and opportunities;
- Ensure each team member's time spent with you is a positive experience;
- Be fair, considerate and honest with team members; and

- Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around team members.

As a Coach you will **make a commitment to providing a quality service to your team**. In particular you will:

- Provide players with planned and structured training programmes appropriate to their needs and goals;
- Seek advice and assistance when additional expertise is required;
- Maintain appropriate records;
- Seek continual improvement through ongoing coach/manager education, and other personal and professional development opportunities.