

GENERAL BEHAVIOURAL GUIDELINES

At Carlile we support one another. We care about each other and believe in treating one another with respect. We recognise the contribution that we are all making to our sport. We treat one another with dignity and consideration, and we care for the equipment and property we use.

We believe in fairness. We believe in operating within the rules and the spirit of the rules. Our integrity underlies our commitment to ensuring fairness in everything we do.

We believe in taking responsibility for our actions and the actions of those we are responsible for. We have set the highest of standards and will hold ourselves to that standard in everything that we do. We expect each person involved in our sport to act as a positive role model for those around them at all times. We value your feedback and have a comprehensive complaints handling policy that ensures that we are able to deal with all complaints fairly and consistently.

We believe in ensuring the safety of all. We look to prevent risk, encouraging healthy and safe behaviours. If dangerous behaviour occurs, we report it as we are genuinely concerned for the health and safety of others as well as ourselves. As a result, we expect anyone involved in any way with Carlile competitive swimming to abide by the following behavioural standards:

- Respect the rights, dignity and contribution of others
- Create an atmosphere of teamwork and inclusion, so that we can all achieve excellence in our sport
- Act with integrity, being ethical, considerate, fair and honest in all we say and do
- Accept responsibility for your actions
- Make a commitment to participating with discipline, to support our goal of creating an atmosphere in which champions are inevitable
- Be aware of our codes of conduct, policies and guidelines
- Operate within the rules and spirit of our sport, both Carlile's rules and SAL
- Understand the consequences of breaching our rules and policies
- Immediately report any breaches of our rules or policies to a member of the Carlile Swimming coaching team
- Provide a safe, inclusive and supportive environment for swimming in accordance with our codes of conduct, policies and guidelines
- Show concern and caution towards others that may be sick, injured or struggling
- Be a positive role model
- Be aware of our complaints policy and ensure that Carlile Swimming are made aware of any breaches of our behavioural standards

Carlile swimming has a zero-tolerance policy on bullying, harassment, discrimination, and any breach of our child welfare policies.

THE CARLILE SWIMMER

The Carlile Swimmer is passionate about challenging themselves and supporting their team-mates to always be the best that they can be. They are proud of being a Carlile swimmer and aspire to role model our legacy of excellence in everything that they do. They fully engage in our team knowing that together we can make our sport even better.

SWIMMERS CODE

- Focus on continual self-improvement as their primary goal
- Apply yourself fully in everything that you do, knowing that you role model our Carlile legacy.
- Support your teammates to achieve their best, knowing that if we all seek excellence for ourselves and each other we will create an environment in which champions are inevitable.
- Commit to the needs and requirements of their training squad and club team
- Honour participation in club relay teams
- Respect their coaches and follow their advice
- Be courteous and respectful to fellow competitors, officials and all involved in the sport
- Appreciate the many benefits that accompany participation in competitive swimming
- Be aware of our complaints policy and ensure that Carlile Swimming are made aware of any breaches of our behavioural standards

COACHES, CONTRACTORS AND STAFF CODE

- Help each person (athlete, official, coach) reach their potential while respecting the talent, developmental stage and goals of each person.
- Encourage others, providing positive support and feedback, creating an environment in which success is inevitable.
- Be responsible for all matters of coaching, training, wellbeing and development of our swimmers. Better people make better swimmers.
- Be honest and fair.
- Foster an environment that supports living our core values.
- Maintain a 'duty of care' towards others and accountability for matters relating to training and competition.
- Maintain our standards of accreditation and licensing and knowledge of SAL policies.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's development.
- Drive our standards of behaviour. Resolve conflicts and complaints fairly and promptly through established procedures.
- Do not allow prejudice, conflict or bias to affect objectivity.
- Be aware of our complaints policy and ensure that Carlile Swimming are made aware of any breaches of our behavioural standards

SUPPORTERS AND SPECTATORS CODE

- Encourage swimmers to participate in sport for their individual enjoyment, personal satisfaction and improvement.
- Focus on swimmer's effort, application and achievement of their own goals.
- Congratulate all participants on their swim, positive comments are motivational.
- Treat all swimmers with respect and dignity, regardless of performance.
- Be an example to all of our swimmers, appreciating good performance and behaviour by all swimmers.
- Support all efforts to remove bullying, harassment and abuse from the sporting environment.
- Encourage swimmers to accept feedback and coaching, to abide by the rules and accept judgements made by officials.
- Allow the coach to coach and support the coach's efforts in developing the swimmers.
- Appreciate, respect and value everyone involved in our sport.
- Be aware of our complaints policy and ensure that Carlile Swimming are made aware of any breaches of our behavioural standards.