



HARBOUR CITY WATER HAWKS POLO

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 NZWP, 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 on (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 competing. 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 between you and 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 a action 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 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.

Signed:

Coach: _____

Date: _____

Chair: _____

Date: _____

Submitted to committee:

Date: _____