



# **EASTERN GAUTENG AQUATICS**

## **CODES OF CONDUCT**

### **APPENDIX II**

01 SEPTEMBER 2020

A handwritten signature in black ink, appearing to read "C.A. Knight".

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PRESIDENT

C.A. KNIGHT

# Eastern Gauteng Aquatics



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## Code of Conduct

All bona fide capitated individual members, on signing the SSA Capitation Form, accept and agree that this Code of Conduct (the Code) is an Annexure of the Constitution of Eastern Gauteng Aquatics (EGA), by which provisions the individual members are bound,

This Code of Conduct is an annexure to the Constitution of Eastern Gauteng Aquatics and applies to all capitated individual members of SSA, be they competitors, coaches, officials, Associate Members and Honorary Life Members

It is accepted that all registered swimmers, parents, coaches and officials will enter into the spirit of competition and their behaviour will be acceptable as expected of reasonable sportsmen and women

### All members shall

#### 1. Conduct

- 1.1 Ensure and maintain the highest level of professionalism in the sport, whether in or out of administration, competition, officiating or within or outside the borders of the Republic of South Africa (RSA), whether as an amateur or a professional, or at any time whatsoever whilst in membership with EGA.
- 1.2 Conduct themselves in a proper and professional manner, so as not to bring anyone, including the individual member, the Republic of South Africa, EGA and SSA, the team management, sponsors, or any entity associated with the sport, into disrepute or censure, and at all times shall act in the interests of the sport in accordance with the directives of EGA and the team management, where applicable.
- 1.3 Conduct themselves in such manner, which will ensure optimal fitness, health and performance in order and to perform to their best ability at all times.
- 1.4 Comply with all decisions and instructions given and made by EGA, it's duly appointed and authorised representatives, officials and/or proxies.
- 1.5 Comply with the rules and regulations of any event organiser in which the individual members are participating.
- 1.6 Use their best endeavours to ensure compliance with this Code, acknowledging that adherence hereto is vital to the maintenance and promotion of aquatics as a code governed by EGA in and outside the Republic of South Africa.

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- 1.7 In the case of a withdrawal from an event or competition, this must be undertaken prior to the Technical Meeting, and only after consultation with EGA and the Team management.

## 2. Medical

- 2.1 Undergo such medical or other testing as may reasonably be required by SSA, FINA, IOC, competition organiser, or a duly appointed authority, in order to determine whether the member has transgressed any provision regarding banned or prohibited substances as mentioned above.
- 2.2 When selected to represent any team associated with EGA and or SSA, whether on an international, national, regional or local basis, or the like, shall agree to achieve and maintain their optimal fitness and health in order to perform to the best of their ability.
- 2.3 At all times, make a full declaration to EGA and or SSA of any factors, which may affect their performance due to physical, mental or for any reason whatsoever.
- 2.4 Agree to conduct themselves in such a manner so as not to endanger their health, fitness or wellbeing, and agree to ensure that their health and wellbeing is maintained at all times before, during and after a tour and/or competition.
- 2.5 Responsible for advising the EGA and or SSA and the Team Management of any medication with regard to allergies, and such like conditions.
- 2.6 Not take or use any type of medication without first consulting EGA and or SSA and the Team Management.

## 3. Doping Control

- 3.1 Be solely responsible for noting the conditions of doping control as set by FINA, SSA and the like.
- 3.2 Not take any prohibited or banned substance as determined by FINA and/or the International Olympic Committee (IOC), or any organiser, and in this regard, confirm that any such transgression, whether intentional, negligent or innocent, constitutes a breach of this Code, as a consequence of which the member shall be liable to the appropriate sanction.
- 3.3 Be responsible for submitting all doping control forms, in triplicate, within the stipulated time period.



## 4. Dress Code

- 4.1 Accept that EGA shall have the sole discretion to determine what clothing shall be worn during the duration of the competitions and functions.
- 4.1 Comply with the dress code determined by EGA, including, but not limited, to the wearing of the appointed uniform and/or clothing and/or kit for travelling, training and competition and for designated functions, awards, ceremonies, etc.
- 4.2 Wear clothing, kit, etc. that has been approved by EGA or the event organiser.
- 4.3 Appear at all presentations, television interviews, etc. in the clothing provided by EGA and as directed by the Team Management.
- 4.4 Be responsible for all clothing and equipment, and shall be personally responsible for the replacement of the same equipment at his/her cost.

## 5. Minors

- 5.1 In the case of minors, their parent/s and/or legal guardian/s of any team member, shall agree in writing that EGA and/or its duly authorised representatives shall have the authority of in loco parentis to exercise any control over such minor team member, in the interests, health and wellbeing of the member, EGA, the sport, other team members and any other authorised persons.

## 6. Behaviour

- 6.1 Unless authorised by EGA and/or its duly authorised representatives, the members shall not smoke, consume alcohol or imbibe any substance banned by EGA, SSA, FINA, IOC, organisers, or any substance declared illegal by any due authority.
- 6.2 Act in accordance with the directions and in the interests of sponsors as approved by EGA and to provide the sponsors with the appropriate exposure whilst a team member, or at any time whilst receiving any benefit from such sponsor. In this regard, members agree to, as is reasonably required, appear in advertisements for such sponsors for no remuneration, unless authorised by EGA.
- 6.3 Not advertise, be associated with, or endorse any product or service which is illegal, immoral, or contrary to the interests of any official sponsors of EGA or its events or competitions and/or any products, services, promotions, commercials, advertisements, or the like which are not sanctioned by EGA or its events, products, services, promotions, commercials, advertisements or the like not sanctioned by EGA.

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6.4 Not display any mark or logo at any time, which is not that of the EGA official sponsors or the like.

## 8. Media

8.1 Not make, comment, issue, authorise, offer or endorse any public criticism or statement having or designed to have an effect prejudicial to the best interested of the sport, EGA, SSA, team members, other competitors, organisers or any other person or body whatsoever. In this regard members are only permitted to comment about their own personal performances and prospects.

7.1 Whilst as a member of a team or a competition, not to act as a journalist, contributor to articles, or give interviews to the print or electronic media without having obtained the prior written permission of EGA.

7.2 Shall be entitled to undertake interviews to the media as arranged by the EGA

8.4 Only comment on their individual performances or prospects.

## 9. Discipline

9.1 Notwithstanding anything to the contrary contained herein or in the Constitution, EGA and/or its duly authorised representatives, shall have the power to hold a summary disciplinary enquiry over any team member, and to terminate such a team member's membership and/or participation in any tour or team, and to order such a member to return at the members own cost, notwithstanding EGA's right to recover any damages suffered by it and/or its sponsors as a result of such termination.

9.2 Have the right to appeal against any decision of the disciplinary action.

## 10. Indemnity

10.1 Once the individual member has been selected to represent EGA in any capacity, he/she expressly agrees that EGA shall not, in any circumstances whatsoever, be under any liability whatsoever for any loss, damage or injury of whatsoever kind arising directly from any act, neglect or default on the part of EGA and connected with he or she's membership of the team.

10.2 Hereby indemnifies, and will at all times hereafter sufficiently indemnify and keep fully indemnified, EGA and its appointed Team Officials from all actions, suits, proceedings, claims, demands, costs and expenses whatsoever, which may be taken or made against EGA or incurred or

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become payable by injury and hereby agree (without obligation upon EGA to do so) that EGA may act as the agent in incurring such expenses, and/or do whatsoever is reasonably necessary for his/her benefit in connection with or arising out of any such loss, damage or injury

- 10.3 It is incumbent upon members to familiarise themselves with the contents of this Code. Failure to do so will in no way constitute or cause any member to be exempt from the provisions of this Code of Conduct.
- 10.4 Any breach of any provision of this Code shall be deemed to be a serious offence in terms of the Constitution and, as a consequence will be subject to sanction as provided by the Constitution.

This agreement shall be interpreted in accordance with the Laws of South Africa

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## Athletes

Athletes agree to

1. Respect and promote the initiatives and endeavours of Eastern Gauteng Aquatics
2. Accept responsibility for their participation by following all rules and regulations established by Eastern Gauteng Aquatics and the relevant Provincial and/or National federation
3. Demonstrate good sportsmanship towards fellow swimmers, coaches, officials, managers, parents and spectators at every competition or training session
4. Follow all reasonable instructions of the coaching staff with the aim of listening and learning
5. Treat coaches, other swimmers, officials, parents and spectators with respect due to them at all times, and avoid using vulgar or foul language when speaking to all other participants, coaches and officials
6. Expect to be treated with respect by other swimmers, coaches, officials, parents and spectators regardless of race, sex, creed or abilities,
7. Contribute to providing an environment free from swearing, smoking and alcohol consumption and banned substances or drugs,
8. Acquire personal Aquatics equipment and supplies that are safe and technically appropriate to use,
9. Work hard to improve their skills and abilities, through applying themselves in training and through recovery.
10. Comply with the requirements, policies and rules of the South African Institute for Drug-Free Aquatics (SAIDS) as well as the World Anti-Doping Agency. The policies and specific information are available on the SAIDS website ([www.drugfreeAquatics.org.za](http://www.drugfreeAquatics.org.za)) and the athlete will familiarise him/herself with the content of these policies and procedures. The policies may also be explained to the athlete by their coach
11. Consents to undergo testing should they be required to do so.
12. Accepts the authority of the SAIDS and Eastern Gauteng Aquatics and understands that the refusal to co-operate may result in disciplinary action being taken against the athlete.
13. Accepts that testing positive for the use of banned substances will result in disciplinary action and may result in expulsion from Eastern Gauteng Aquatics or Club and may include being banned from participating in the particular Aquatics code.
14. Refrain from any activity that has the potential to bring the club with which I am associated and Eastern Gauteng Aquatics into disrepute.

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## Coaches

Coaches agree to:

1. Abide by the rules of EGA as set out in its constitution and the Child Protection Policy.
2. Respect and promote the initiatives and endeavours of Eastern Gauteng Aquatics
3. Respect the authority of Club Executives and Eastern Gauteng Aquatics Executive.
4. Act with confidentiality with regard to issues surrounding EGA and your Club and its individual members
5. Act as a role model to all athletes at all times by displaying emotional maturity
6. Promote and ensure safety for all Swimmers at all times
7. Communicate effectively with all your Swimmers
8. Stress good health habits and clean living
9. Submit your police clearance annually and must be clear from any child offences, violent crimes and narcotics. SSA reserves the right to accept or reject application and registration based on any other criminal offences.
10. Keep all required certification & training up to date by complying with Swimming South Africa's continuous Professional Development for all teachers & coaches.
11. Be conversant with the latest coaching methods and techniques by attending conferences, workshops, seminars and coach education courses
12. Not endorse any product or service which is illegal, immoral or contrary to the interest of any product, services or promotions, commercial and advertisements unless authorized by EGA
13. Promote and enhance among all South Africans safe and enjoyable aquatic programs conducted by qualified & registered personnel at venues that are registered, safe & suitable for aquatic use.
14. Enhance water safety knowledge while developing survival skills, and any other recognized aquatic discipline.
15. Provide equal opportunity for all to learn more about water safety, all aquatic disciplines and other related programs and activities.
16. Conduct yourself in a proper and professional manner so as not to bring the organization into disrepute by ensuring that all persons under the tuition are treated with courtesy and respect irrespective of the individual's differences and needs.
17. Report any suspected child abuse or molestation according to the legal procedures guided by the countries legal framework and SSA's child protection policy.
18. Not engage in a personal relationship with participants irrespective of their age, gender or race while teaching or coaching them.
19. Report to EGA any psychological, Physical or health conditions that might adversely affect the health and safety of those in your care.
20. Abstain from the use of alcohol, tobacco or drugs where I may impair my judgment while in charge of participants.



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21. Reliable, prompt and prepared for working with participants
  22. Be encouraging, respectful and considerate to all learners, parents, officials and volunteers without any prejudice or discrimination
  23. Report to EGA events, issues and/or complaints relating to non-compliance of the Code of Conduct.
  24. Uphold the ethos and pride of my country South Africa; the image of my organization, Eastern Gauteng Aquatics, Aquatics Gauteng and Swimming South Africa and the teaching and coaching standard of aquatics
  25. Not act as a scout for player agents nor act as a player agent while performing duties and responsibilities for Eastern Gauteng Aquatics or the Club as per the EGA Bye-Laws
  26. Refrain from any activity that has the potential to bring the club with which I am associated and Eastern Gauteng Aquatics into disrepute.

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## Officials

Officials agree to: -

1. Respect and promote the initiatives and endeavours of Eastern Gauteng Aquatics b)  
Respect the authority of Eastern Gauteng Aquatics
2. Attend and participate actively in stipulated meetings requested by EGA
3. Act with confidentiality with regard to issues surrounding the aquatics environment
4. Act in a professional and business-like manner at all times.
5. Strive to provide a safe and sportsmanlike environment in which athletes can properly display their skills.
6. Know all rules, their interpretation and proper application.
7. Make calls with confidence and never with arrogance.
8. Control the competition to the extent that is necessary to provide a positive and safe experience for all participants.
9. Be intolerant to violence, lack of respect to the rules and laws of swimming as well as verbal abuse.
10. Answer all reasonable questions, requests and decisions.
11. Practice fairness and impartiality at all time, and show good judgment.
12. Avoid using foul or vulgar language when speaking to an athlete, coach, parent or spectator.
13. Refrain from criticizing a coach, athlete or other officials in public.
14. Apply only the approved Aquatics rules and regulations.
15. Remain calm under volatile situations.
16. Dedicate self to personal improvement and maintenance of officiating skills.
17. Not act as a scout for player agents nor act as a player agent while performing duties and responsibilities for Eastern Gauteng Aquatics or the Club.
18. Refrain from any activity that has the potential to bring the club with which I am associated and Eastern Gauteng Aquatics into disrepute.

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## EGA Executive

Administrators agree to

1. Ensure that the rules and regulations of Eastern Gauteng Aquatics and those of the Aquatics governing bodies are enforced;
2. Support initiatives to train and educate swimmers, coaches, parents, officials and volunteers;
3. Promote and publicise calendars and programmes;
4. Seek financial support from Government, National Lotteries Commission and the Provincial or National Affiliate;
5. Communicate with Affiliates on a regular basis to inform them of matters at hand;
6. Work to promote fairness within EGA, and ensure that all members practice sportsmanship amongst each other;
7. Recruit volunteers who demonstrate an understanding of the Eastern Gauteng Aquatics way, and demonstrate qualities that set them apart as role models to all participants;
8. Plan and facilitate the organisation of District and Regional events
9. Manage the finances of the District efficiently and effectively
10. Be knowledgeable of all Aquatics activities at all times.
11. Not act as a scout for player agents nor act as a player agent while performing duties and responsibilities for Eastern Gauteng Aquatics
12. Refrain from any activity that has the potential to bring the club with which I am associated and Eastern Gauteng Aquatics into disrepute.

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## Parents

Parents are expected to:

1. Support their children's desire to be involved of the sport of Aquatics;
2. Encourage their children to acknowledge the rules and to respect the laws of the sport code;
3. Demonstrate a positive attitude towards and support for all athlete, coaches, officials
4. Support programmes for the fun of and the skills development of younger children;
5. Study and know the rules of Aquatics, and support officials on and off pool-deck
6. Applaud a good effort in both victory and defeat, and enforce the positive points of the competition;
7. Work towards removing the physical and verbal abuse in children and youth in Aquatics;
8. Recognise, support and appreciate the importance of volunteers and coaches in the development of all participants in Aquatics;
9. Volunteer in the running and managing of the Club in which their children participate;
10. Provide support, care and encouragement to their children participating in Aquatics
11. Remember that Aquatics is for participants, and not for the parent or adult;
12. Teach their children to treat others with respect regardless of race, gender, creed, or ability
13. Demonstrate positive support for all swimmers, coaches, and officials at every training session and competition
14. Place the emotional and physical well-being of my child ahead of my personal desire to win;
15. Support coaches and officials working with your children in order to encourage a positive and enjoyable experience for all;
16. Insist on a safe and healthy environment, and developmentally appropriate equipment for children and youth;
17. Actively play a role in the creation and promotion of a drug, tobacco and alcohol free Aquatics environment;
18. Endeavour to help children enjoy their Aquatics experience by being a respectable parent and fan
19. Assist with officiating when requested to do so;
20. Refrain from any activity that has the potential to bring the club with which I am associated and Eastern Gauteng Aquatics into disrepute.

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## Spectators

Spectators are expected to:

1. Display good Sportsmanship by always being respectful to swimmers, coaches and officials and other spectators;
2. Act appropriately by not taunting or disturbing other spectators efforts to enjoy the competition;
3. Cheer in a positive manner and encourage fair play;
4. Avoid profanity and objectionable cheers, gestures and comments that are offensive;
5. Support efforts to provide and promote a safe and pleasant environment;
6. Empathise with officials and coaches by trusting their judgement and integrity;
7. Recognise good effort, teamwork and sportsmanship;
8. Not interfere with the competition, referee, umpire and or any other official on or off pool-deck nor act in a hurtful manner towards swimmers or their support structures.
9. Refrain from any activity that has the potential to bring Eastern Gauteng Aquatics into disrepute.
10. Any spectator transgressing the Code of Conduct as stipulated by Eastern Gauteng Aquatics will be removed from the competition venue