



DNZ Code of Conduct

INTRODUCTION

DNZ expects all members, supporters, advisors, staff (if any) and associates of DNZ to abide by the DNZ Code of Conduct and uphold the principles and values of the organisation and the DNZ Member Protection Policy

APPLICATION

All DNZ members and persons participating in or connected to DNZ activities

PURPOSE

To ensure that members, parents and guardians comply with approved standards of behaviour when participating in diving related activities.

CODE OF CONDUCT

All persons to whom this policy applies must comply with the following requirements with regard to their conduct:

- respect the rights, dignity and worth of others
- be fair, considerate and honest in all dealings with others
- be professional in, and accept responsibility for, your actions
- make a commitment to providing quality service and performance
- be aware of, and maintain an uncompromising adherence to the DNZ constitution and all relevant standards, rules, regulations, policies and procedures
- operate within the rules of diving, including national and international guidelines which govern DNZ and clubs
- provide a safe environment for the conduct of any diving related activity in accordance with relevant policy
- show concern and care for others who may be sick or injured
- be a positive role model
- abide by the [Sports Anti-Doping Rules](#) (as amended from time to time by Drug Free Sport New Zealand)
- refrain from any form of abuse towards others
- refrain from any form of harassment towards others
- refrain from any form of discrimination towards others
- refrain from any form of victimisation towards others
- not comment to any media on behalf of DNZ without authority
- not speak to any media in a negative way regarding DNZ, and
- never act in any way that may bring disrepute or disgrace to Diving New Zealand members, its stakeholders and/or its sponsors, potential sponsors and/or partners
- never act or post items that are contrary to the interests of DNZ

Additional role specific responsibilities

Team managers

1. In addition, a team manager must:
 - accept responsibility for the overall welfare and well-being of team members and officials when travelling with a team
 - exercise a 'duty of care' towards team members and account for the management of the team
 - have a sound working knowledge of the DNZ constitution, rules, regulations, policies and procedures, and ensure that the conduct of the affairs of the team complies with these and any further requirements determined by DNZ from time to time, and
 - foster a collaborative approach to the management of the team

Coaches

2. In addition, all coaches must:
 - respect the rights, dignity and worth of every individual regardless of gender, disability, ethnic origin or religion
 - respect the talent, developmental stage and goals of each athlete in order to help each athlete reach their full potential
 - maintain high standards of integrity
 - operate within the rules of your sport and in the spirit of fair play, while encouraging your athletes to do the same
 - advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the Drug Free Sport New Zealand
 - not disclose any confidential information relating to their athletes without written prior consent.

Be a positive role model for your sport and athletes and act in a way that projects a positive image of coaching:

- demonstrate that all athletes are deserving of attention and opportunities
- ensure the athlete's time spent with you is a positive experience
- be fair, considerate and honest with athletes
- encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around athletes

Professional responsibilities:

- display high standards in your language, manner, punctuality, preparation and presentation
- display control, courtesy, respect, honesty, dignity and professionalism to all involved in diving - this includes opponents, coaches, officials, administrators, the media, parents and spectators
- encourage your athletes to demonstrate the same qualities
- be professional and accept responsibility for your actions
- accurately represent personal coaching qualifications, experience, competence and affiliations
- refrain from criticism of other coaches

Make a commitment to providing a quality service to your athletes:

- seek continual improvement through ongoing coach education, and other personal and professional development opportunities
- provide athletes with planned and structured training programmes appropriate to their needs and goals
- seek advice and assistance from professionals when additional expertise is required
- maintain appropriate records

Provide a safe environment for training and competition:

- adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe
- ensure equipment and facilities meet safety standard
- ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the athletes
- show concern and caution toward sick and injured athletes - allow further participation in training and competition only when appropriate
- encourage athletes to seek medical advice when required
- provide a modified training program where appropriate
- maintain the same interest and support toward sick and injured athletes

Protect your athletes from any form of personal abuse:

- be alert to any forms of abuse
- refrain from, and protect your athletes from any form of verbal, physical and emotional abuse
- refrain from, and protect your athletes from any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability
- any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development

Training programme deliverers

3. In addition, all training programme deliverers must ensure that:

- characters (and their names) used in case studies, exercises and examples are free of stereotypes and not likely to cause offence
- material and presenters discourage and prevent polarisation of participants
- the training programme, content, process and/or activities include all trainees and avoid giving an advantage to any one group over another
- verbal and non-verbal language are non-discriminatory
- humour is non-discriminatory
- training programme materials such as session plan, videos, and handouts are non-discriminatory and not likely to offend

Divers

4. In addition, all divers must:

- never argue with or verbally abuse an official
- always use the appropriate rules and guidelines to resolve a dispute
- conduct themselves in a sporting manner and respect fellow divers, coaches, managers, staff, officials and the achievement of opponents
- accept victory and defeat with dignity
- not bully or take an unfair advantage of another competitor
- cooperate with their coach, manager, team-mates and opponents
- refrain from possessing, consuming substances prohibited under the sports anti-doping rules
- if aged under 18 years, not consume or purchase alcohol and tobacco whilst in training camps or on tours
- if aged over 18 years, and wishing to consume alcohol must do so in a responsible manner, taking into account the next clause, and all divers are discouraged from smoking tobacco products whilst in national uniform.
- comply with training, competition, curfew and behaviour requirements as directed by DNZ or a squad/team manager while in camp or on tours

Technical officials

5. In addition, all technical officials must:

- be consistent objective and courteous when making decisions
- compliment and encourage all participants
- condemn unsporting behaviour and promote respect for all opponents

- emphasise the spirit of competition rather than the errors
- encourage and promote rule changes, which will make the participation more enjoyable
- keep up to date with the latest trends in officiating and the principles of growth and development of young people
- set an example by ensuring all behaviour and comments are positive and supportive
- place the safety and welfare of the participants above all else
- give everyone a 'fair go' regardless of their gender, ability, cultural background or religion

Administrators

6. In addition a member, administrator and/or associate will:

- be professional in all actions
- ensure language, presentation, manner and punctuality reflect high standards
- resolve conflicts fairly and promptly through established procedures
- maintain strict impartiality
- maintain a safe environment for others

Parents or guardians

7. In addition a parent or guardian must:

- acknowledge that children participate in sport for their enjoyment
- encourage – not force - children to participate
- focus on the child's efforts and performance rather than on winning or losing
- always encourage children to compete according to the rules and to settle disagreements without resorting to hostility or violence
- never ridicule or yell at a child for making a mistake or losing a competition
- role model good behaviour for children
- support all efforts to remove verbal and physical abuse from sporting activities
- respect officials' decisions and teach children to do likewise
- show appreciation for coaches, officials and administrators
- show appreciation for good performance and skilful displays by all athletes, including opponents

CONSEQUENCES OF BREACH OF THIS CODE

Failure to comply with this Code of Conduct may result in disciplinary action

DOCUMENT MANAGEMENT AND CONTROL

Approved by Board of Diving New Zealand

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