



# TECHNICAL OFFICIAL & VOLUNTEER CODE OF CONDUCT CLUB POLICY DOCUMENT

The University of Aberdeen Performance Swimming is committed to providing a safe and nurturing environment for athletes, allowing them to enjoy a positive experience within our sport. It is important that athletes participate in the right spirit and in a supportive atmosphere, which allows them to train/compete to the best of their abilities.

To achieve this result, we rely heavily on Technical Officials and Volunteers to give their support in the right way. Therefore, all club events, both in and out of the pool, are covered by this code of conduct and we require all Technical Officials and Volunteers should comply with the principles of good ethical practice listed below.

## **As a Technical Official or Volunteer I agree to:**

1. Hold the appropriate valid qualifications, insurance cover and PVG relevant to my role
2. Develop an appropriate working relationship with all club members based on mutual trust and respect
3. Encourage an environment that values the performance and not just results
4. Show respect to others involved in the sport including other volunteers, athletes, coaches, team managers, technical officials, and spectators
5. Follow all guidelines laid down by Scottish Swimming and the club
6. Always display and promote a high standard of behaviour, fair play, and appearance. Refrain from using offensive, insulting, abusive and bullying language or behaviour, never condone rule violations or the use of prohibited substances, and dress suitably
7. Never exert undue influence over an athlete to obtain personal benefit or reward
8. Always respect other technical officials' decisions and never engage in public criticism of them
9. Respect the rights, dignity and worth of all participants regardless of age, disability, gender, race, cultural background or religious beliefs or sexual identity
10. Abide by Scottish Swimming's Acceptable use of Mobile Phone Policy and Social Media Guidelines
11. Report inappropriate behaviour or risky situations. Allegations of any type must be acted upon and not go unchallenged or unrecorded



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## Technical Officials and Volunteers have the right to:

1. Access to ongoing training and information on all aspects of your role including safeguarding, wellbeing & child protection
2. Support in the reporting of suspected abuse or poor practice
3. Access to professional support services
4. Fair and equitable treatment by Scottish Swimming/club
5. Be protected from abuse from other club members and parents
6. Not to be left vulnerable when carrying out your role

Breaches of the Technical Official and Volunteer Code of Conduct will be dealt with in accordance with the Club's/Scottish Swimming's disciplinary procedures.

I understand that if I do not follow the Technical Official and Volunteer Code of Conduct, the Club / Scottish Swimming may take any/all of the following actions:

1. Be required to apologise formally
2. Receive a warning; verbal or written
3. Required to meet with the club Wellbeing & Protection Officer or designated members of the club committee
4. Monitored by another club volunteer/committee member
5. Required to attend an education course
6. Suspended by the club
7. Required to leave or be removed from post.

I have read and understood the Technical Officials and Volunteers Code of Conduct and agree to be bound by it:

**Technical Official/Volunteer**

Name	
Signed	
Post/Role	
Date	