



EASTERN GAUTENG AQUATICS

CODES OF CONDUCT

APPENDIX II

01 SEPTEMBER 2020

CAKnight

.....
PRESIDENT

C.A. KNIGHT



GENERAL CODE OF CONDUCT

1. PURPOSE AND APPLICATION

- 1.1 This Code of Conduct ("the Code") is an Annexure to the Constitution of Eastern Gauteng Aquatics ("EGA") and forms part of the rules and governance framework of EGA.
- 1.2 All bona fide capitated individual members, by registering with Swim South Africa ("SSA") and/or EGA, acknowledge and agree to comply with this Code and with the Constitution, policies, rules and regulations of EGA and SSA.
- 1.3 This Code applies, where relevant, to:
- swimmers and other competitors;
 - coaches;
 - technical officials;
 - team managers and team leaders;
 - administrators and committee members;
 - volunteers;
 - associate members;
 - honorary life members;
 - parents and guardians;
 - spectators and supporters attending under the auspices of EGA; and
 - any person appointed, accredited or authorized to represent EGA in any capacity.
- 1.4 The Code applies to conduct:
- at training sessions;
 - at EGA competitions and events;
 - at provincial, national and international competitions;
 - while travelling to or from an event;
 - at team accommodation;
 - at official functions, meetings and ceremonies;
 - within spectator and team areas;
 - on social media, messaging groups and other electronic platforms; and
 - in any other circumstances where a person's conduct may reasonably be associated with EGA.
- 1.5 All members, parents, guardians, officials, coaches and supporters are expected to enter into the spirit of Aquatics and competition and to conduct themselves in a manner consistent with good sportsmanship, respect, integrity, safeguarding and responsible behaviour.

2. GENERAL CONDUCT

All persons to whom this Code applies shall:

- 2.1 Maintain the highest reasonable standards of integrity, professionalism, sportsmanship and ethical conduct, whether participating, coaching, officiating, administering, volunteering or supporting Aquatics.
- 2.2 Conduct themselves in a manner that does not bring into disrepute:
- themselves;
 - their club;
 - EGA;
 - SSA;
 - a provincial or national team;

Eastern Gauteng Aquatics



- team management;
 - event organizers;
 - sponsors;
 - fellow participants; or
 - the sport of Aquatics generally.
- 2.3 Treat all swimmers, coaches, officials, volunteers, administrators, parents, spectators and members of the public with dignity, courtesy and respect.
- 2.4 Refrain from conduct that is abusive, threatening, intimidating, humiliating, discriminatory, aggressive, disruptive or otherwise inappropriate.
- 2.5 Comply with all lawful and reasonable instructions issued by:
- EGA;
 - EGA Executive Committee members;
 - team management;
 - referees and technical officials;
 - venue management;
 - security personnel;
 - SSA;
 - competition organizers; and
 - other duly authorized persons.
- 2.6 Comply with the rules, regulations and conditions of entry of every competition, event, facility or activity in which they participate or attend.
- 2.7 Respect the authority and decisions of technical officials and use the appropriate formal channels where a ruling, decision or conduct is disputed.
- 2.8 Refrain from confronting, intimidating or abusing officials, swimmers, coaches or other participants.
- 2.9 Take reasonable steps to uphold this Code and promote a positive culture within EGA and the broader Aquatics community.
- 3. SPORTSMANSHIP AND COMPETITION BEHAVIOUR**
- 3.1 Members shall participate in Aquatics in the spirit of fair play, respect and good sportsmanship.
- 3.2 Swimmers shall compete honestly and to the best of their ability and shall not deliberately interfere with, obstruct, intimidate or endanger another competitor.
- 3.3 Members, parents and supporters shall recognize and respect the achievements and efforts of swimmers irrespective of:
- club;
 - district;
 - province;
 - nationality;
 - ability;
 - race result; or
 - competitive ranking.
- 3.4 Taunting, mocking, insulting or deliberately attempting to unsettle another competitor is prohibited.
- 3.5 Abuse directed at a swimmer because of a poor performance, disqualification, mistake or failure to achieve an expected time or placing will not be tolerated.



-
- 3.6 Parents, coaches and supporters must place the physical and emotional wellbeing of swimmers ahead of medals, rankings, qualifying times or personal expectations.
4. **SAFEGUARDING AND PROTECTION OF CHILDREN AND VULNERABLE PERSONS**
- 4.1 EGA is committed to providing an Aquatics environment in which children, young people and vulnerable persons are safe, respected and protected from harm.
- 4.2 All members and persons associated with EGA have a responsibility to promote safeguarding and to act in the best interests of children and vulnerable participants.
- 4.3 No person shall engage in or tolerate:
- physical abuse;
 - emotional or psychological abuse;
 - verbal abuse;
 - sexual harassment or sexual misconduct;
 - grooming;
 - bullying or cyberbullying;
 - hazing or initiation practices;
 - discrimination;
 - intimidation;
 - humiliation;
 - neglect;
 - exploitation;
 - inappropriate physical contact; or
 - any other behaviour that may place a child or vulnerable person at risk.
- 4.4 Adults must maintain appropriate professional and personal boundaries with minors.
- 4.5 Coaches, officials, team managers, volunteers and other responsible adults must avoid situations that could reasonably place either themselves or a child at risk, including inappropriate one-to-one situations where safeguarding measures are absent.
- 4.6 Photography, video recording and the use of images of minors must comply with applicable EGA, SSA, venue and safeguarding requirements.
- 4.7 No person may use social media, electronic messaging or other communication platforms to:
- bully or intimidate a child;
 - send inappropriate content;
 - engage in inappropriate private communication with a minor;
 - make sexually suggestive remarks;
 - humiliate or ridicule a swimmer; or
 - compromise the safety or privacy of a participant.
- 4.8 Any safeguarding concern, allegation, disclosure or suspected abuse must be reported promptly through the appropriate EGA safeguarding procedure.
- 4.9 No person shall retaliate against, intimidate or victimize another person for raising a safeguarding concern in good faith.
- 4.10 Safeguarding concerns must be treated seriously, sensitively and confidentially and referred to the appropriate safeguarding officer and/or competent authority where required.
- 4.11 Where the immediate safety or wellbeing of a child or vulnerable person may be at risk, EGA may take appropriate interim protective measures pending further investigation.



5. PARENTS, GUARDIANS AND SPECTATORS

- 5.1 Parents, guardians and spectators attending Aquatics activities are expected to contribute positively to a safe, respectful and family-friendly environment.
- 5.2 Enthusiastic support and cheering are encouraged; however, cheering must remain appropriate and considerate of swimmers, officials and other spectators.
- 5.3 Excessive screaming, shrieking, persistent shouting or other behaviour that is disruptive, intimidating, distressing or interferes with swimmers or spectators is unacceptable.
- 5.4 Absolute respect must be shown when swimmers are under the Starter's orders, and spectators shall comply immediately with requests for silence.
- 5.5 Parents and spectators shall not use:
- foul or profane language;
 - abusive language;
 - threatening or aggressive comments;
 - derogatory remarks;
 - offensive gestures; or
 - comments encouraging a swimmer to harm, intimidate or act aggressively towards another swimmer.
- 5.6 Parents and spectators shall not interfere with the conduct of the competition, approach officials while they are performing their duties, enter restricted areas without authorization or attempt to influence competition officials.
- 5.7 A parent or spectator must not confront another person's child regarding an incident or performance. Any concern must be referred through the appropriate coach, team manager, club or EGA structure.
- 5.8 Parents and spectators are expected to comply with the EGA Parents' Code of Conduct and Spectator Code of Conduct, which operate together with this General Code.

6. REPRESENTATION OF EGA PROVINCIAL, NATIONAL & INTERNATIONAL EVENTS

- 6.1 Any person representing EGA or attending an event as a member, parent, guardian, supporter, coach, official or team representative is expected to remember that their behaviour may reflect directly upon EGA.
- 6.2 This applies particularly at:
- Gauteng competitions;
 - SSA National Championships;
 - National Junior Championships;
 - Youth and Senior National Championships;
 - inter-provincial competitions;
 - national schools or federation events;
 - international competitions; and
 - any other event at which EGA members participate.
- 6.3 Members shall show respect towards:
- swimmers from other districts and provinces;
 - other provincial teams;
 - coaches;
 - technical officials;
 - event organizers;
 - host venues;
 - volunteers;



- spectators; and
 - members of the public.
- 6.4 Provincial, national and international events are not exempt from EGA standards of conduct merely because the competition is not organized by EGA.
- 6.5 Parents, guardians and supporters attending such competitions remain expected to comply with this Code.
- 6.6 Behaviour in spectator stands must remain respectful. Members and supporters shall not:
- abuse or intimidate swimmers from another district or province;
 - engage in hostile exchanges with other spectators;
 - use foul or offensive language;
 - deliberately disrupt competitors;
 - criticize officials abusively;
 - provoke conflict between clubs, districts or provinces; or
 - engage in behaviour that could reasonably damage EGA's reputation.
- 6.7 EGA team members and representatives must behave appropriately during:
- travel;
 - transport;
 - accommodation;
 - meals;
 - ceremonies;
 - team meetings;
 - training sessions;
 - warm-ups;
 - competition sessions; and
 - social functions associated with the event.
- 6.8 Instructions issued by an appointed EGA Team Manager, Team Leader, Coach or other authorised team official must be respected and complied with.
- 6.9 Where a swimmer is representing EGA, Gauteng or South Africa, parents and supporters must recognise the authority and responsibilities of the duly appointed team management.
- 6.10 Any complaint arising at a national or provincial event should be raised through the appropriate team management or official reporting channel, rather than through confrontation with officials, swimmers, coaches or other parents.
- 6.11 Serious misconduct occurring at a provincial, national or international event may be referred to EGA for disciplinary consideration irrespective of whether the event organizer has taken separate action.
- 7. TEAM CONDUCT**
- 7.1 Members selected to an EGA team shall comply with all reasonable instructions issued by Team Management.
- 7.2 Team members shall support one another and contribute to a positive team environment.
- 7.3 Bullying, exclusion, intimidation, harassment, hazing or deliberate humiliation of a team member is prohibited.
- 7.4 Team members shall respect curfews, transport arrangements, meeting times, competition schedules and other reasonable team requirements.



-
- 7.5 No team member may leave designated team accommodation, transport or team activities contrary to instructions given by Team Management.
- 7.6 Any withdrawal from an event after team arrangements have been finalized must be communicated promptly through the appropriate Team Manager, Coach or authorized EGA representative and comply with the applicable competition rules.
- 8. HEALTH, FITNESS AND MEDICAL RESPONSIBILITIES**
- 8.1 Members selected to represent EGA shall take reasonable steps to maintain an appropriate level of health, fitness and readiness to compete.
- 8.2 Members shall promptly inform Team Management of a medical condition, injury or other relevant circumstance that may reasonably affect:
- their participation;
 - their safety;
 - the safety of others; or
 - the ability of Team Management to provide appropriate support.
- 8.3 Relevant allergies, medical conditions and emergency medication must be declared to Team Management where reasonably necessary for the member's safety.
- 8.4 Medication shall be managed responsibly and in accordance with applicable anti-doping requirements.
- 8.5 No provision in this section requires a member to disclose unnecessary private medical information. Information should be limited to that reasonably required for safe participation and appropriate team management.
- 9. ANTI-DOPING**
- 9.1 All competitors are responsible for familiarizing themselves with the anti-doping requirements applicable to their sport.
- 9.2 Members must comply with applicable rules and requirements issued by:
- World Aquatics;
 - the World Anti-Doping Agency;
 - the South African Institute for Drug-Free Sport;
 - SSA; and
 - any other competent anti-doping authority.
- 9.3 No competitor shall knowingly use, possess or administer a prohibited substance or prohibited method contrary to applicable anti-doping rules.
- 9.4 Athletes are responsible for ensuring that any medication, supplement or treatment used by them complies with applicable anti-doping requirements.
- 9.5 Where required, athletes are responsible for obtaining the appropriate Therapeutic Use Exemption or other required approval.
- 9.6 Members shall cooperate fully with lawful doping-control procedures and requirements.
- 10. ALCOHOL, TOBACCO, VAPING AND PROHIBITED SUBSTANCES**
- 10.1 Members shall comply with all laws, venue rules, EGA policies and team rules regarding alcohol, tobacco, vaping and other substances.
- 10.2 Minors may not possess or consume alcohol, tobacco products, vaping products or illegal substances while participating in EGA activities or travelling as part of an EGA team.
- 10.3 Adults responsible for minors shall not place the safety or welfare of participants at risk through the inappropriate use of alcohol or other substances.
- 10.4 The possession, supply or use of illegal drugs or prohibited substances is strictly prohibited.



11. DRESS CODE AND TEAM KIT

- 11.1 EGA may prescribe appropriate clothing, uniforms or team kit for official competitions, travel, presentations, ceremonies and functions.
- 11.2 Members selected to represent EGA shall comply with reasonable team dress requirements communicated to them.
- 11.3 Official team clothing shall be worn in the manner prescribed by Team Management.
- 11.4 Members are responsible for the reasonable care of clothing and equipment issued to them and may be held responsible for replacement where loss or damage occurs through negligence or misuse.
- 11.5 Unauthorized branding, logos or promotional material may not be displayed on official EGA team kit where this conflicts with EGA, SSA, competition or sponsorship requirements.

12. MINORS AND PARENTAL RESPONSIBILITY

- 12.1 Where a minor is selected to travel or participate as part of an official EGA team, the parent or legal guardian shall provide all necessary consent and documentation required for participation.
- 12.2 While a minor is under the care of an appointed EGA team structure, Team Management may exercise reasonable supervisory authority necessary for:
 - safety;
 - safeguarding;
 - health;
 - team discipline;
 - travel arrangements; and
 - participation in the event.
- 12.3 This authority does not remove or diminish the safeguarding duties owed to the minor.
- 12.4 Parents and guardians remain responsible for providing accurate emergency contact, medical and other information reasonably required for their child's safe participation.

13. MEDIA, SOCIAL MEDIA AND PUBLIC COMMUNICATION

- 13.1 Members shall use social media and other public communication platforms responsibly.
- 13.2 No member shall publish material that is:
 - abusive;
 - threatening;
 - discriminatory;
 - defamatory;
 - knowingly false;
 - bullying;
 - safeguarding-related confidential information; or
 - otherwise seriously prejudicial to EGA, SSA, participants or the sport.
- 13.3 Legitimate concerns or complaints should be addressed through appropriate governance, safeguarding, grievance or disciplinary channels rather than through abusive public commentary.
- 13.4 No member may purport to speak officially on behalf of EGA unless authorized to do so.
- 13.5 Members may comment on their own performances and experiences provided this does not breach confidentiality, safeguarding requirements, team rules or the rights of others.
- 13.6 Members approached by the media in an official team context should comply with reasonable media arrangements established by EGA or Team Management.



-
- 13.7 No person shall publish confidential disciplinary, safeguarding or personal information concerning a swimmer, particularly a minor.
- 14. SPONSORS AND COMMERCIAL CONDUCT**
- 14.1 Members shall respect lawful sponsorship and branding arrangements entered into by EGA.
- 14.2 No member may purport to create a commercial relationship, sponsorship or endorsement on behalf of EGA without proper authority.
- 14.3 Members shall comply with reasonable sponsorship obligations applicable to official team clothing, functions, ceremonies or media appearances.
- 15. REPORTING CONCERNS AND MISCONDUCT**
- 15.1 Members are encouraged to report serious breaches of this Code through the appropriate EGA structures.
- 15.2 Safeguarding matters must be reported through the appropriate safeguarding procedure and shall receive priority consideration.
- 15.3 Concerns involving technical decisions at competitions shall be dealt with through the applicable competition protest or appeal procedures.
- 15.4 Complaints concerning conduct should be factual and made in good faith.
- 15.5 Malicious, knowingly false or vexatious complaints may themselves constitute misconduct.
- 15.6 No person may be victimized or retaliated against for raising a genuine concern in good faith.
- 16. DISCIPLINE**
- 16.1 A breach of this Code may constitute misconduct and may result in disciplinary action in accordance with the Constitution, disciplinary procedures and other applicable policies of EGA.
- 16.2 Depending upon the seriousness and circumstances of the conduct, EGA may take immediate measures necessary to:
- protect swimmers;
 - maintain safeguarding;
 - preserve order;
 - protect officials or participants;
 - maintain the integrity of the competition; or
 - protect the reputation and proper functioning of EGA.
- 16.3 Such measures may include:
- a verbal instruction or warning;
 - a written warning;
 - removal from a particular area;
 - removal from a competition venue;
 - removal from team accommodation or activities;
 - suspension from an EGA team;
 - withdrawal of accreditation;
 - referral to a club;
 - referral to SSA or another competent authority; and/or
 - institution of formal disciplinary proceedings.
- 16.4 Serious misconduct may justify immediate removal from a venue, team environment or activity pending formal consideration of the matter.



- 16.5 Serious misconduct may include, but is not limited to:
- safeguarding violations;
 - physical violence;
 - threats of violence;
 - serious verbal abuse;
 - harassment;
 - bullying;
 - discrimination;
 - sexual misconduct;
 - deliberate interference with a competition;
 - abuse of an official;
 - illegal drug activity;
 - conduct seriously damaging to EGA's reputation; or
 - repeated failure to comply with reasonable instructions.
- 16.6 Where the conduct involves a parent, guardian or spectator rather than a registered competitor, EGA may nevertheless impose appropriate conditions relating to attendance at EGA-controlled activities and may refer the matter to the person's club or other competent authority.
- 16.7 A person subjected to formal disciplinary action shall have the rights afforded to them under the Constitution and applicable EGA disciplinary procedures, including any applicable right of appeal.
- 17. CONDUCT OUTSIDE EGA EVENTS**
- 17.1 Members acknowledge that certain conduct occurring outside an EGA-controlled competition may nevertheless fall within this Code where there is a clear and substantial connection to EGA or the sport of Aquatics.
- 17.2 This may include conduct:
- at national or provincial events;
 - while representing an EGA-affiliated club;
 - while travelling with an EGA team;
 - on social media;
 - directed towards another EGA member; or
 - which seriously affects safeguarding, safety or the reputation of EGA.
- 17.3 This provision shall not be interpreted as giving EGA unlimited authority over a member's private life. EGA shall act only where there is a legitimate connection between the conduct concerned and EGA's responsibilities, activities, members or reputation.
- 18. LIABILITY AND RESPONSIBILITY**
- 18.1 Members participating in Aquatics acknowledge that sporting activities may involve inherent risks.
- 18.2 Members are responsible for complying with reasonable safety instructions and for taking appropriate care of themselves, their children and their personal property.
- 18.3 Nothing in this Code shall be interpreted as excluding or limiting any liability which cannot lawfully be excluded or limited under South African law.



19. ACKNOWLEDGEMENT

- 19.1 It is the responsibility of every member to familiarize themselves with this Code.
- 19.2 Failure to read or familiarize oneself with the Code shall not, in itself, exempt a member from its provisions.
- 19.3 Membership of EGA and/or participation in activities under the authority of EGA constitutes acceptance of the applicable Constitution, rules, regulations, policies and Codes of Conduct of EGA.
- 19.4 Parents and guardians registering a minor acknowledge their responsibility to ensure that the minor understands the provisions of this Code that are reasonably appropriate to the minor's age and level of participation.
- 19.5 Any breach of this Code may result in appropriate action being taken in accordance with the Constitution and policies of EGA.

20. INTERPRETATION

- 20.1 This Code shall be interpreted in accordance with the Constitution of Eastern Gauteng Aquatics and the applicable laws of the Republic of South Africa.
- 20.2 Where applicable, this Code shall be read together with EGA's:
 - Constitution;
 - Safeguarding Policy;
 - Parents' Code of Conduct;
 - Spectator Code of Conduct;
 - Coaches' Code of Conduct;
 - Technical Officials' Code of Conduct;
 - Team Management policies;
 - disciplinary procedures; and
 - applicable SSA rules and policies.
- 20.3 In the event of an inconsistency between this Code and a mandatory rule or regulation of SSA, World Aquatics or applicable South African law, the mandatory requirement shall prevail to the extent of that inconsistency.



ATHLETES' CODE OF CONDUCT

All athletes registered with, participating in, or representing Eastern Gauteng Aquatics ("EGA") are expected to uphold the values of respect, integrity, sportsmanship, safeguarding, responsibility and fair play.

Athletes must remember that their behaviour reflects not only on themselves, but also on their club, EGA and, where applicable, the province or national team they represent.

This Code applies at training sessions, competitions, team activities, during travel and accommodation, at official functions, on social media and whenever an athlete is reasonably identifiable as a member or representative of EGA.

Athletes agree to:

1. **Respect for Aquatics and EGA**

- 1.1 Respect and support the objectives, initiatives and activities of Eastern Gauteng Aquatics and contribute positively to the development of Aquatics.
- 1.2 Accept responsibility for their participation by complying with the Constitution, policies, rules and regulations of EGA, Swim South Africa ("SSA"), applicable Provincial structures, World Aquatics and competition organizers.
- 1.3 Comply with all reasonable instructions given by coaches, team managers, team leaders, technical officials and other duly authorized persons.
- 1.4 Respect competition rules, procedures and decisions and make use of the appropriate channels where there is a query or concern regarding an official decision.

2. **Sportsmanship and Respect**

- 2.1 Demonstrate good sportsmanship at all times, whether winning, losing, qualifying, being disqualified or not achieving a desired result.
- 2.2 Treat fellow swimmers, teammates, competitors, coaches, officials, volunteers, administrators, parents and spectators with dignity, courtesy and respect.
- 2.3 Recognize and respect the achievements and efforts of other swimmers, irrespective of their club, district, province, nationality, ability or competitive level.
- 2.4 Refrain from taunting, mocking, intimidating, provoking or attempting to distract another swimmer before, during or after a race.
- 2.5 Never deliberately interfere with, obstruct or endanger another competitor.
- 2.6 Accept victory with humility and disappointment with dignity.
- 2.7 Refrain from using vulgar, foul, abusive, threatening, discriminatory or offensive language towards another athlete, coach, official, parent, spectator or member of the public.
- 2.8 Refrain from inappropriate gestures, aggressive behaviour, physical confrontation or any conduct likely to provoke conflict.

3. **Safeguarding, Bullying and Athlete Welfare**

- 3.1 Athletes have the right to participate in Aquatics in an environment that is safe and free from abuse, bullying, harassment, discrimination and intimidation.
- 3.2 Athletes must also contribute to creating and maintaining that safe environment for others.
- 3.3 Athletes shall not engage in:
 - bullying or cyberbullying;
 - physical intimidation;
 - verbal or emotional abuse;
 - harassment;
 - sexual harassment or inappropriate sexual conduct;

Eastern Gauteng Aquatics



- hazing or initiation practices;
 - deliberate humiliation;
 - exclusion intended to harm or intimidate;
 - discriminatory behaviour; or
 - threats of violence.
- 3.4 Athletes shall respect the personal boundaries, privacy and dignity of fellow athletes.
- 3.5 Photography, video recording or the sharing of images in changing rooms, bathrooms, showers or other private areas is strictly prohibited.
- 3.6 Athletes shall not photograph, record or distribute embarrassing, degrading or inappropriate material involving another swimmer without appropriate consent.
- 3.7 Athletes must never pressure another swimmer to participate in conduct that makes them uncomfortable, unsafe or humiliated.
- 3.8 Any athlete who experiences, witnesses or becomes aware of behaviour that may constitute abuse, bullying, harassment or a safeguarding concern is encouraged to report the matter promptly to:
- a parent or guardian;
 - coach;
 - Team Manager;
 - Club Safeguarding Officer;
 - EGA Safeguarding Officer; or
 - another appropriate responsible adult.
- 3.9 An athlete who raises a genuine safeguarding concern must not be victimized, threatened, intimidated or retaliated against.
- 4. Training and Athlete Development**
- 4.1 Attend training and competition activities with an appropriate attitude and willingness to learn.
- 4.2 Follow the reasonable instructions of coaching staff and respect the role of coaches in assisting athletes with their development.
- 4.3 Apply themselves to training and competition to the best of their ability.
- 4.4 Take reasonable responsibility for:
- preparation;
 - recovery;
 - nutrition;
 - hydration;
 - sleep;
 - fitness;
 - health; and
 - personal wellbeing.
- 4.5 Inform the coach or appropriate team official where injury, illness or another relevant circumstance may affect safe participation.
- 4.6 Use Aquatics equipment that is safe and appropriate for the activity being undertaken.
- 4.7 Respect swimming facilities, equipment, changing rooms, accommodation, transport and property belonging to other persons or organizations.
- 5. Behaviour at Competitions**
- 5.1 Athletes shall report to the Call Room, marshalling area, warm-up area and starting area at the appropriate time and comply with competition procedures.

Eastern Gauteng Aquatics



-
- 5.2 Athletes shall respect technical officials and shall not argue with, verbally abuse, intimidate or confront an official regarding a decision.
- 5.3 Queries regarding disqualifications or technical decisions must be dealt with through the appropriate Coach, Team Manager or Team Leader in accordance with competition procedures.
- 5.4 Athletes shall respect swimmers who are preparing to race and shall refrain from unnecessary disruption in Call Rooms, marshalling areas and behind the starting blocks.
- 5.5 Athletes shall comply with instructions relating to warm-up, swim-down, lane use, athlete seating and restricted areas.
- 5.6 Athletes shall leave competition and team areas clean and respect the facilities provided by event organizers.
- 6. Representation at Provincial, National and International Events**
- 6.1 An athlete participating at a Provincial, National or International competition remains subject to appropriate standards of conduct even where the competition is not organized by EGA.
- 6.2 Athletes representing EGA, Gauteng or South Africa shall understand that their behaviour reflects upon their:
- club;
 - district;
 - province;
 - team; and
 - country, where applicable.
- 6.3 Athletes shall treat swimmers from other clubs, districts, provinces and countries with respect and good sportsmanship.
- 6.4 Athletes shall not engage in conduct intended to provoke rivalry or hostility between clubs, districts, provinces or teams.
- 6.5 When part of an official team, athletes must respect and comply with the reasonable directions of the appointed:
- Team Manager;
 - Team Leader;
 - Coach;
 - Head Coach;
 - medical personnel; and
 - other authorized team officials.
- 6.6 Team rules relating to:
- meeting times;
 - transport;
 - curfews;
 - meals;
 - warm-ups;
 - team meetings;
 - recovery;
 - accommodation;
 - ceremonies; and
 - competition attendance

Eastern Gauteng Aquatics



-
- 6.7 Athletes may not leave team accommodation, transport or designated activities contrary to Team Management instructions.
- 6.8 Athletes shall behave appropriately in hotels, restaurants, airports, transport and other public areas while travelling as part of a team.
- 6.9 Damage to accommodation, transport, competition facilities or property through deliberate misconduct or negligence may result in the athlete and/or their parent or guardian being held responsible, subject to applicable EGA procedures.
- 6.10 Serious misconduct occurring at a Provincial, National or International competition may be referred to EGA for disciplinary consideration.
- 7. Team Behaviour**
- 7.1 Athletes selected to an EGA team shall contribute positively to the team environment.
- 7.2 Team members are expected to support and encourage one another.
- 7.3 Deliberately excluding, humiliating, isolating or bullying another team member is unacceptable.
- 7.4 Athletes shall not create or encourage divisions within a team based upon club affiliation, ability, age, performance or any other inappropriate distinction.
- 7.5 Athletes must respect teammates who require rest, recovery, preparation or quiet time before competition.
- 7.6 Celebrations and team activities must remain appropriate to the age of participants and consistent with EGA safeguarding requirements.
- 8. Changing Rooms and Athlete Areas**
- 8.1 Athletes shall respect the privacy and dignity of all persons using changing rooms, showers and toilets.
- 8.2 Mobile phones, cameras and other recording devices must not be used to photograph or record persons in changing rooms, showers, bathrooms or similar private areas.
- 8.3 Horseplay, bullying, intimidation or inappropriate physical behaviour in changing rooms is prohibited.
- 8.4 Athletes shall comply with any age, gender, access or safeguarding arrangements prescribed for changing rooms and athlete areas.
- 9. Alcohol, Tobacco, Vaping and Drugs**
- 9.1 Athletes shall contribute to an Aquatics environment free from illegal drugs and prohibited substances.
- 9.2 Athletes, who are minors, may not possess or consume:
- alcohol;
 - tobacco products;
 - vaping products;
 - illegal drugs; or
 - other prohibited substances
- ** while attending or participating in EGA activities or travelling as part of an EGA team.
- 9.3 No athlete shall supply alcohol, tobacco, vaping products, illegal substances or prohibited substances to another minor athlete.
- 9.4 Athletes shall comply with all applicable venue, EGA, SSA and team rules concerning alcohol, tobacco, vaping and other substances.



10. Anti-Doping and Clean Sport

- 10.1 Athletes shall comply with all applicable anti-doping rules and requirements of:
- the South African Institute for Drug-Free Sport ("SAIDS");
 - the World Anti-Doping Agency ("WADA");
 - World Aquatics;
 - Swim South Africa; and
 - any other competent anti-doping authority.
- 10.2 Athletes are responsible for familiarizing themselves with the current Prohibited List and applicable anti-doping requirements.
- 10.3 Athletes must understand that they are ultimately responsible for substances found in their bodies and should therefore exercise appropriate caution regarding:
- prescription medication;
 - over-the-counter medication;
 - supplements;
 - vitamins;
 - sports drinks;
 - herbal products; and
 - other substances.
- 10.4 Where medication is medically necessary, athletes and/or their parents or guardians should ensure that applicable Therapeutic Use Exemption (TUE) requirements are followed.
- 10.5 Athletes consent to undergo lawful anti-doping testing where required by the applicable rules.
- 10.6 Athletes shall cooperate fully with authorized doping-control procedures.
- 10.7 Refusal or failure to comply with lawful anti-doping testing requirements may constitute an anti-doping rule violation and/or disciplinary offence.
- 10.8 Any anti-doping matter shall be dealt with in accordance with the applicable SAIDS, WADA, World Aquatics and SSA rules and procedures.
11. Social Media and Electronic Communication
- 11.1 Athletes are expected to use social media and electronic communication responsibly.
- 11.2 Athletes shall not use social media, WhatsApp groups, messaging applications or other platforms to:
- bully;
 - threaten;
 - intimidate;
 - ridicule;
 - harass;
 - humiliate; or
 - discriminate against

** another swimmer, coach, official, volunteer or member of the Aquatics community.

- 11.3 Athletes shall not post photographs, videos or information that compromises the privacy, dignity or safeguarding of another athlete.
- 11.4 Athletes shall refrain from posting content that could reasonably bring their club, team or EGA into serious disrepute.



-
- 11.5 Athletes are encouraged to resolve disputes through appropriate channels rather than through public arguments or abusive exchanges on social media.
- 12. Dress and Team Kit**
- 12.1 Athletes selected to represent EGA shall wear the prescribed team uniform or kit when instructed to do so.
- 12.2 Athletes must maintain team kit in a clean and presentable condition.
- 12.3 Official EGA kit shall be worn appropriately during designated:
- travel;
 - competition sessions;
 - medal ceremonies;
 - team photographs;
 - official functions; and
 - presentations.
- 12.4 Athletes shall comply with applicable sponsorship, branding and competition requirements concerning team uniforms.
- 13. Respect for Officials, Coaches and Volunteers**
- 13.1 Athletes shall recognize that officials and volunteers perform an important role in enabling competitions to take place.
- 13.2 Technical officials shall be treated courteously regardless of whether an athlete agrees with an official's decision.
- 13.3 Coaches shall be treated professionally and respectfully.
- 13.4 Athletes shall not use threatening, abusive or aggressive behaviour towards a coach, official, volunteer or member of Team Management.
- 14. Responsibility for Personal Conduct**
- 14.1 Athletes are responsible for their own conduct and shall take reasonable responsibility for the consequences of their decisions and actions.
- 14.2 Athletes shall refrain from any conduct which has the potential to bring into disrepute:
- themselves;
 - their club;
 - Eastern Gauteng Aquatics;
 - Gauteng Aquatics;
 - Swim South Africa; or
 - the sport of Aquatics.
- 14.3 Athletes are expected to demonstrate appropriate behaviour both in and outside the competition environment where there is a clear connection between their conduct and their participation in or representation of EGA.
- 15. Breach of the Athletes' Code of Conduct**
- 15.1 A breach of this Code may be addressed in accordance with EGA's Constitution, disciplinary procedures, safeguarding procedures and other applicable policies.
- 15.2 Depending upon the nature and seriousness of the conduct, appropriate action may include:
- counselling or guidance;
 - a verbal warning;
 - a written warning;
 - referral to the athlete's club;
 - referral to a parent or guardian;



-
- removal from a team activity;
 - removal from a competition or team environment;
 - suspension from an EGA team;
 - referral to the EGA Safeguarding Officer;
 - formal disciplinary proceedings; and/or
 - referral to SSA, SAIDS or another competent authority where appropriate.
- 15.3 Safeguarding concerns and allegations of abuse shall be dealt with through the appropriate safeguarding procedures and shall not be treated merely as ordinary sporting misconduct.
- 15.4 Where immediate action is reasonably necessary to protect the athlete or another person, EGA or Team Management may take appropriate interim safeguarding or safety measures pending further consideration of the matter.
- 15.5 Athletes shall have the rights afforded to them under the EGA Constitution and applicable disciplinary procedures.

ATHLETE ACKNOWLEDGEMENT

By registering with and/or representing Eastern Gauteng Aquatics, athletes acknowledge that they are expected to uphold this Code and to contribute towards an Aquatics environment characterized by:

Respect • Sportsmanship • Safety • Safeguarding • Integrity • Fair Play • Teamwork



TECHNICAL OFFICIALS' CODE OF CONDUCT

Technical Officials play a critical role in ensuring that Aquatics competitions are conducted fairly, safely, consistently and in accordance with the applicable rules.

Officials are expected to demonstrate the highest standards of integrity, professionalism, impartiality, respect and sportsmanship and to recognize that their conduct reflects upon Eastern Gauteng Aquatics ("EGA") and the sport of Aquatics generally.

This Code applies to all Technical Officials, Meet Referees, Referees, Technical Referees, Starters, Judges, Timekeepers, Call Room Officials and other persons appointed to perform an officiating function at an EGA activity or while representing EGA at another competition.

Officials agree to:

1. Professional Conduct

- 1.1 Respect and promote the objectives, initiatives and activities of Eastern Gauteng Aquatics.
- 1.2 Respect the authority, Constitution, policies and procedures of EGA and comply with all reasonable instructions issued by duly authorized EGA representatives.
- 1.3 Conduct themselves in a professional, courteous and business-like manner at all times.
- 1.4 Perform their duties with integrity, honesty, consistency and due care.
- 1.5 Arrive at competitions and meetings appropriately prepared, punctual and dressed in accordance with the prescribed officials' dress code.
- 1.6 Attend and participate constructively in officials' briefings, technical meetings, training sessions and other meetings where their attendance is reasonably required.
- 1.7 Conduct themselves in a manner that promotes confidence in the integrity and professionalism of EGA officiating.

2. Knowledge and Application of the Rules

- 2.1 Maintain an appropriate working knowledge of the rules applicable to the discipline in which they officiate.
- 2.2 Keep abreast of amendments, interpretations, guidance and procedures issued by EGA, Swim South Africa, World Aquatics and other applicable governing bodies.
- 2.3 Apply only the approved rules, interpretations and competition procedures applicable to the event.
- 2.4 Apply rules consistently and objectively, regardless of:
 - the identity of the swimmer;
 - club affiliation;
 - competitive level;
 - personal relationship;
 - reputation;
 - previous performance; or
 - expected result.
- 2.5 Make decisions confidently and professionally, but never arrogantly or confrontationally.
- 2.6 Where uncertain about a rule or procedure, seek guidance from the appropriate Referee, Technical Referee or Meet Referee rather than making assumptions.
- 2.7 Accept that no official is above correction and respond professionally when a ruling or interpretation is reviewed.



3. Fairness and Impartiality

- 3.1 Exercise fairness, impartiality and sound judgement at all times.
- 3.2 Avoid actual, perceived or potential conflicts of interest wherever reasonably possible.
- 3.3 An official who believes that a personal relationship, club affiliation or other circumstance may materially affect their impartiality must disclose the matter to the appropriate Referee or Meet Referee.
- 3.4 Officials shall not intentionally favour or disadvantage any swimmer, club, coach or team.
- 3.5 Personal disagreements, friendships, club rivalries or previous incidents must never influence officiating decisions.
- 3.6 Officials shall base decisions only upon what they personally observe and the applicable competition rules and procedures.

4. Athlete-Centred Officiating

- 4.1 Strive to provide a safe, fair and sportsmanlike environment in which athletes can perform to the best of their ability.
- 4.2 Remember that officials are present to facilitate fair competition and not to become the focus of the event.
- 4.3 Treat every athlete with dignity and respect, irrespective of age, ability, race, gender, club affiliation or competitive level.
- 4.4 Communicate with athletes calmly, clearly and respectfully.
- 4.5 Take particular care when communicating with younger swimmers who may be nervous, anxious or unfamiliar with competition procedures.
- 4.6 Officials shall never ridicule, humiliate, intimidate or unnecessarily embarrass an athlete.
- 4.7 Where a swimmer makes an innocent procedural mistake that can lawfully be corrected without affecting the integrity of the competition, officials should provide appropriate guidance in accordance with the applicable rules and procedures.

5. Safeguarding

- 5.1 Officials share responsibility for maintaining an environment in which children, young people and vulnerable participants are safe and protected from harm.
- 5.2 Officials must comply with all applicable EGA and SSA safeguarding requirements.
- 5.3 Officials shall maintain appropriate professional boundaries with minors.
- 5.4 Officials shall not engage in:
 - bullying;
 - harassment;
 - intimidation;
 - grooming;
 - inappropriate physical contact;
 - inappropriate private communication;
 - sexualised comments or conduct;
 - humiliation;
 - discriminatory behaviour; or
 - any other conduct that may compromise the safety or wellbeing of a participant.
- 5.5 Where physical contact with an athlete is necessary for safety or the performance of an official duty, such contact must be appropriate, necessary and proportionate.
- 5.6 Officials must avoid unnecessarily placing themselves alone in private or isolated situations with a minor.



-
- 5.7 An official who witnesses, receives a disclosure of, or reasonably suspects abuse, bullying, harassment or another safeguarding concern must report the matter promptly through the appropriate safeguarding procedure.
- 5.8 Safeguarding concerns must not be dismissed as merely a coaching, parenting or disciplinary matter.
- 5.9 Officials must not investigate safeguarding allegations themselves unless specifically authorized to do so in accordance with the applicable safeguarding procedure.
- 5.10 No person raising a safeguarding concern in good faith may be victimized or retaliated against.
- 6. Competition Control and Safety**
- 6.1 Exercise only the level of control reasonably necessary to ensure a safe, orderly, fair and positive competition environment.
- 6.2 Remain alert to circumstances that may compromise the safety of swimmers, officials, volunteers or spectators.
- 6.3 Respond appropriately to:
- unsafe conduct;
 - violence;
 - threats;
 - verbal abuse;
 - interference with officials;
 - disruption of the competition; or
 - serious breaches of venue or competition rules.
- 6.4 Remain calm and professional during difficult, emotional or volatile situations.
- 6.5 Avoid escalating confrontation unnecessarily.
- 6.6 Where intervention is required, officials must follow the appropriate chain of command and involve the Referee, Meet Referee, Technical Referee, Venue Manager, security personnel or other authorized person where appropriate.
- 7. Communication with Coaches, Parents and Spectators**
- 7.1 Communicate courteously and professionally with coaches, swimmers, parents, team leaders and spectators.
- 7.2 Respond to reasonable questions where appropriate, while recognising that technical queries and protests must follow the prescribed competition procedures.
- 7.3 Officials should not enter into prolonged arguments or debates regarding technical decisions while performing their duties.
- 7.4 Where a person disputes a decision, the official should refer them to the appropriate:
- Referee;
 - Technical Referee;
 - Meet Referee;
 - Team Leader; or
 - formal protest or enquiry procedure.
- 7.5 Officials shall not use foul, vulgar, insulting, threatening or abusive language when communicating with any participant or spectator.
- 7.6 Officials shall not retaliate against a swimmer, coach, parent or club because a legitimate query, protest or complaint has been raised.



8. Disqualifications and Technical Decisions

- 8.1 Disqualifications must be based upon the official's own observation and the applicable rule.
- 8.2 Officials must report potential infractions through the correct procedure and to the designated Referee or Technical Referee.
- 8.3 Officials shall not exaggerate, embellish or alter what they observed.
- 8.4 Where questioned by the Referee or Technical Referee, the official must provide a clear and factual description of:
- what was observed;
 - where it occurred;
 - when it occurred; and
 - the applicable rule or technical requirement.
- 8.5 Officials must not discuss potential disqualifications publicly with parents, spectators or unrelated persons.
- 8.6 Final technical decisions must be communicated through the appropriate competition structure.

9. Confidentiality

- 9.1 Maintain confidentiality regarding information obtained through their role where such information is not intended for public disclosure.
- 9.2 Officials shall not disclose confidential information concerning:
- safeguarding matters;
 - disciplinary proceedings;
 - medical information;
 - internal complaints;
 - protests;
 - athlete information; or
 - internal EGA matters

** except where disclosure is authorised or legally required.

- 9.3 Confidential matters shall not be discussed casually in spectator areas, WhatsApp groups, social media platforms or other public forums.
- 9.4 Confidentiality must never be used as a reason to withhold information where a safeguarding concern or legal reporting obligation exists.

10. Respect for Fellow Officials

- 10.1 Treat fellow officials with courtesy, respect and professionalism.
- 10.2 Refrain from criticising, ridiculing or undermining another official in front of swimmers, coaches, parents or spectators.
- 10.3 Where an official believes that another official has made an error, the matter should be addressed discreetly and through the appropriate reporting structure.
- 10.4 Differences of opinion regarding rule interpretation should be handled professionally and constructively.
- 10.5 Senior officials should support the development of less experienced officials through guidance, mentoring and constructive feedback.
- 10.6 Officials shall not intimidate, belittle or humiliate trainee or junior officials.



11. Continuous Development

- 11.1 Accept responsibility for the ongoing development and maintenance of their officiating knowledge and skills.
- 11.2 Attend training, workshops and updates reasonably required to maintain competency.
- 11.3 Be open to constructive feedback and assessment.
- 11.4 Where an official has not officiated for an extended period or is unfamiliar with updated rules, they should seek appropriate refresher training before undertaking duties beyond their current competency.
- 11.5 Experienced officials are encouraged to assist in developing and mentoring the next generation of EGA Technical Officials.

12. Alcohol, Drugs and Fitness to Officiate

- 12.1 Officials must report for duty in a condition that enables them to perform their responsibilities safely and competently.
- 12.2 Officials shall not perform officiating duties while impaired by:
 - alcohol;
 - illegal drugs;
 - prohibited substances; or
 - any other substance that materially affects their judgement or ability to perform their duties.
- 12.3 Smoking and vaping shall only take place in designated areas and never while an official is performing pool-deck duties.
- 12.4 Officials must comply with all applicable venue, EGA and competition rules regarding alcohol, smoking, vaping and other substances.

13. Conduct at Provincial, National and International Events

- 13.1 Officials appointed, nominated or selected through EGA to officiate at Provincial, National or International competitions remain expected to uphold the standards of this Code.
- 13.2 Officials shall remember that their conduct may reflect upon EGA, Gauteng Aquatics and Swim South Africa, where applicable.
- 13.3 Officials shall treat officials from other clubs, districts, provinces and countries with professional respect.
- 13.4 Differences in officiating styles, procedures or interpretations must be addressed constructively and through the appropriate technical structures.
- 13.5 Officials shall not engage in behaviour at competitions, accommodation, functions, travel arrangements or social gatherings that may reasonably bring EGA into disrepute.

14. Social Media and Public Communication

- 14.1 Officials shall use social media and electronic communication responsibly.
- 14.2 Officials shall not use social media or messaging platforms to:
 - publicly attack another official;
 - ridicule an athlete or coach;
 - disclose confidential technical matters;
 - disclose safeguarding information;
 - post inappropriate images of participants;
 - bully or intimidate another person; or
 - conduct public arguments regarding competition decisions.



-
- 14.3 Technical disagreements and complaints should be dealt with through the appropriate EGA or competition structures.
- 14.4 An official shall not purport to speak officially on behalf of EGA unless authorized to do so.
- 15. Conflicts of Interest and Commercial Conduct**
- 15.1 Officials shall not use their position for improper personal, financial or commercial advantage.
- 15.2 Officials shall not solicit athletes on behalf of agents, commercial representatives or other third parties while carrying out EGA officiating duties.
- 15.3 Officials shall disclose any significant conflict of interest that could reasonably affect their ability to perform their duties impartially.
- 15.4 Officials must not accept gifts, benefits or inducements intended to influence an officiating decision.
- 16. Respect for EGA and the Sport**
- 16.1 Officials shall refrain from conduct that has the potential to bring into disrepute:
- themselves;
 - their club;
 - Eastern Gauteng Aquatics;
 - Gauteng Aquatics;
 - Swim South Africa;
 - fellow officials; or
 - the sport of Aquatics.
- 16.2 Officials are entitled to raise legitimate concerns or criticism, but such matters should be addressed professionally, factually and through appropriate channels.
- 16.3 Nothing in this Code prevents an official from making a genuine safeguarding report, reporting misconduct or raising a legitimate governance concern in good faith.
- 17. BREACH OF THE OFFICIALS' CODE OF CONDUCT**
- 17.1 A breach of this Code may be addressed in accordance with the EGA Constitution, Technical Officials Policy, disciplinary procedures, safeguarding procedures and other applicable policies.
- 17.2 Depending on the nature and seriousness of the conduct, action may include:
- counselling or guidance;
 - verbal warning;
 - written warning;
 - additional training or mentoring;
 - removal from a particular officiating duty;
 - removal from the competition;
 - suspension from officiating;
 - referral to the EGA Technical Committee;
 - referral to the EGA Safeguarding Officer;
 - formal disciplinary proceedings; and/or
 - referral to SSA or another appropriate authority.
- 17.3 Safeguarding allegations must be managed through the appropriate safeguarding procedures and must not be treated merely as an officiating or performance matter.



-
- 17.4 Serious misconduct may justify immediate removal from officiating duties where reasonably necessary to protect participants, preserve competition integrity or maintain a safe environment.

OFFICIALS' ACKNOWLEDGEMENT

By accepting an appointment as an EGA Technical Official, the official acknowledges their responsibility to uphold this Code and to contribute to a competition environment characterized by:

Fairness • Integrity • Respect • Safety • Safeguarding • Professionalism • Consistency



COACHES' CODE OF CONDUCT

Coaches occupy a position of trust, authority and influence and play a significant role in the sporting, personal and emotional development of athletes.

All coaches registered with, affiliated to, working within or representing Eastern Gauteng Aquatics ("EGA") are expected to uphold the highest standards of professionalism, integrity, safeguarding, respect, fairness and sportsmanship.

This Code shall be read together with the applicable Constitution, safeguarding and child protection policies, coaching requirements and Codes of Conduct of Eastern Gauteng Aquatics, Aquatics Gauteng and Swim South Africa ("SSA").

Coaches agree to:

1. Governance and Professional Responsibility

- 1.1 Abide by the Constitution, rules, policies, regulations and Codes of Conduct of Eastern Gauteng Aquatics, including all applicable safeguarding and child protection requirements.
- 1.2 Comply with the applicable requirements, rules and policies of:
 - their affiliated Club;
 - Eastern Gauteng Aquatics;
 - Aquatics Gauteng;
 - Swim South Africa;
 - World Aquatics; and
 - any other applicable governing or regulatory authority.
- 1.3 Respect and promote the objectives, initiatives and activities of Eastern Gauteng Aquatics.
- 1.4 Respect the legitimate authority and governance structures of their Club and Eastern Gauteng Aquatics.
- 1.5 Conduct themselves at all times in a professional manner that promotes confidence in the coaching profession and the sport of Aquatics.
- 1.6 Refrain from any conduct that may bring into disrepute:
 - themselves;
 - their Club;
 - Eastern Gauteng Aquatics;
 - Aquatics Gauteng;
 - Swim South Africa; or
 - the sport of Aquatics.
2. **Athlete Welfare Comes First**
- 2.1 Place the physical, emotional and psychological wellbeing of the athlete ahead of competitive success, medals, qualifying times, rankings or personal coaching ambitions.
- 2.2 Promote and maintain a safe, positive and supportive training and competition environment for all athletes.



2.3 Ensure that training programs, workloads and expectations are appropriate to the:

- age;
- ability;
- development;
- experience;
- health; and
- individual needs

**of the athlete.

2.4 Never require or pressure an athlete to train or compete when doing so would place the athlete at unreasonable risk of injury or harm.

2.5 Encourage athletes to communicate openly regarding injury, illness, fatigue, discomfort or concerns affecting their wellbeing.

2.6 Where appropriate, refer medical, psychological, nutritional or other specialist matters to suitably qualified professionals rather than acting outside the coach's professional competence.

3. Safeguarding and Child Protection

3.1 Coaches have a particular responsibility to protect children, young people and vulnerable participants from harm.

3.2 Coaches shall comply fully with all applicable EGA and SSA safeguarding and child protection policies and procedures.

3.3 Coaches shall not engage in, encourage, tolerate or ignore:

- physical abuse;
- emotional or psychological abuse;
- sexual abuse or misconduct;
- sexual harassment;
- grooming;
- bullying or cyberbullying;
- intimidation;
- humiliation;
- hazing or initiation practices;
- discrimination;
- neglect;
- exploitation; or
- inappropriate physical contact.

3.4 Coaches shall maintain clear and appropriate professional boundaries with athletes at all times.

3.5 A coach must recognize that the coach–athlete relationship involves a potential imbalance of power and must never exploit that position of trust.

3.6 Coaches shall not engage in an inappropriate intimate, romantic or sexual relationship with an athlete under their coaching authority.

3.7 Where an adult athlete is concerned, coaches must remain mindful of the inherent professional power imbalance and comply with applicable SSA, EGA and safeguarding requirements.



-
- 3.8 Coaches shall avoid inappropriate one-to-one situations with minors and shall follow applicable safeguarding requirements concerning supervision and visibility.
- 3.9 Physical contact with an athlete shall only occur where it is:
- appropriate;
 - necessary;
 - relevant to instruction, safety or assistance; and
 - consistent with accepted safeguarding practice.
- 3.10 Coaches shall respect athletes' privacy in changing rooms, showers, toilets, accommodation and other private areas.
- 3.11 Photography, video recording and the use or distribution of athlete images must comply with applicable safeguarding, consent and privacy requirements.
- 4. Reporting Safeguarding Concerns**
- 4.1 A coach who receives a disclosure, witnesses inappropriate behaviour or reasonably suspects that a child or vulnerable person may be at risk must report the concern promptly through the appropriate safeguarding procedure.
- 4.2 Coaches shall not ignore or attempt to privately resolve allegations involving:
- abuse;
 - sexual misconduct;
 - grooming;
 - serious bullying;
 - exploitation; or
 - other safeguarding concerns.
- 4.3 Coaches shall not conduct their own investigation into a safeguarding allegation unless formally authorized to do so.
- 4.4 Any immediate safety concern must be addressed appropriately and referred to the relevant Safeguarding Officer or competent authority.
- 4.5 No coach shall retaliate against, intimidate or victimize an athlete, parent, colleague or other person for raising a safeguarding concern in good faith.
- 4.6 Safeguarding information must be handled sensitively and confidentially and shared only with those who have a legitimate need to know.
- 5. Vetting, Registration and Qualifications**
- 5.1 Coaches shall comply with all applicable SSA and EGA registration, vetting and safeguarding requirements.
- 5.2 Coaches shall provide the required police clearance, safeguarding documentation or other screening information at the intervals prescribed by SSA and/or EGA.
- 5.3 Coaches must disclose information required by the applicable safeguarding and registration process honestly and accurately.
- 5.4 EGA and/or SSA reserve the right to consider information arising from the prescribed vetting process when determining whether a coach may be registered or permitted to work with participants, subject to applicable policies and law.
- 5.5 Coaches shall ensure that all required qualifications, certifications, registrations and training remain valid and current.
- 5.6 Coaches shall comply with applicable Continuous Professional Development (CPD) requirements prescribed by Swim South Africa.



6. Professional Development and Competence

- 6.1 Take responsibility for maintaining and improving their coaching knowledge and competence.
- 6.2 Remain familiar with current:
- coaching methodologies;
 - athlete development principles;
 - rules of Aquatics;
 - safeguarding practices;
 - water safety requirements;
 - anti-doping responsibilities; and
 - athlete welfare principles.
- 6.3 Attend appropriate courses, conferences, workshops, seminars and coach education activities.
- 6.4 Coach only within the limits of their qualifications, competence and experience.
- 6.5 Seek additional advice, mentoring or specialist assistance where a matter falls outside their level of expertise.

7. Respectful Treatment of Athletes

- 7.1 Treat every athlete with dignity, courtesy and respect.
- 7.2 Provide equal and appropriate opportunities to athletes without unfair discrimination.
- 7.3 Coaches shall not discriminate unfairly on the basis of race, gender, religion, culture, disability, age, background or other protected characteristics.
- 7.4 Coaches shall be encouraging, constructive and respectful when providing feedback.
- 7.5 Coaches shall not use:
- humiliating coaching methods;
 - insults;
 - degrading comments;
 - threats;
 - intimidation;
 - ridicule;
 - excessive shouting;
 - foul or vulgar language; or
 - emotional manipulation

****as a means of coaching or motivating an athlete.**

- 7.6 Discipline must be appropriate, proportionate and related to legitimate coaching or team requirements.
- 7.7 Physical exercise must not be used in an abusive, humiliating or unsafe manner as punishment.
- 7.8 Coaches shall recognize effort, development, commitment and good sportsmanship in addition to competitive results.



8. Communication with Athletes

8.1 Communicate clearly, professionally and appropriately with athletes.

8.2 Athletes should understand:

- what is expected of them;
- the purpose of training;
- team expectations;
- competition requirements; and
- relevant behavioural standards.

8.3 Coaches shall listen appropriately to athlete concerns and take reasonable account of the athlete's age, maturity and circumstances.

8.4 Communication with minor athletes through electronic platforms must comply with EGA and SSA safeguarding requirements.

8.5 Coaches shall avoid inappropriate private or secretive communication with minors.

8.6 Group communication, parent inclusion or other safeguarding measures should be used where required by applicable policies.

9. Communication with Parents and Guardians

9.1 Treat parents and guardians with courtesy and professionalism.

9.2 Communicate reasonable information regarding:

- training requirements;
- competition arrangements;
- athlete development;
- behavioural expectations; and
- relevant welfare concerns.

9.3 Maintain appropriate boundaries between the role of the coach and that of the parent or guardian.

9.4 Coaches shall not encourage parents to place unreasonable pressure upon athletes.

9.5 Where disagreement arises, coaches should address the matter calmly and through the appropriate Club or EGA channels.

9.6 Coaches shall not engage in abusive arguments, public confrontations or inappropriate exchanges with parents or guardians.

9.7 Confidential information about one athlete shall not be discussed with unrelated parents.

10. Competition Conduct

10.1 Demonstrate good sportsmanship and professional behaviour at all competitions.

10.2 Treat Technical Officials, Team Leaders, competition staff, volunteers and other coaches with respect.

10.3 Respect the authority and decisions of appointed Technical Officials.

10.4 Technical queries, disqualifications, protests and appeals must be handled through the prescribed competition procedures.



-
- 10.5 Coaches shall not:
- shout abuse at officials;
 - intimidate judges;
 - confront officials aggressively;
 - encourage athletes or parents to challenge officials;
 - interfere with the conduct of a race; or
 - enter restricted areas without authorization.
- 10.6 Coaches shall encourage their athletes to accept technical decisions appropriately and to make use of the proper enquiry or appeal process where necessary.
- 10.7 Coaches must not permit disappointment over a result or disqualification to justify inappropriate behaviour by themselves, an athlete or a parent.
- 11. Behaviour at Provincial, National and International Events**
- 11.1 Coaches attending or representing a Club or EGA at Provincial, National or International events remain bound by appropriate standards of professional conduct.
- 11.2 Coaches shall recognize that their behaviour may reflect upon:
- their Club;
 - Eastern Gauteng Aquatics;
 - Aquatics Gauteng;
 - Swim South Africa; and
 - South Africa, where applicable.
- 11.3 Coaches shall treat swimmers and coaches from other Clubs, Districts, Provinces and countries with professional respect.
- 11.4 Coaches shall not engage in conduct designed to provoke hostility or inappropriate rivalry between teams.
- 11.5 Where appointed to an EGA District or representative team, coaches must place the interests of the team as a whole above individual Club interests.
- 11.6 A District Team Coach shall treat all selected swimmers fairly and shall not favour athletes from their own Club.
- 11.7 Coaches shall cooperate professionally with appointed Team Managers, Team Leaders, medical personnel and other team officials.
- 12. Team Travel and Accommodation**
- 12.1 Coaches responsible for athletes during team travel or accommodation shall comply with all applicable safeguarding requirements.
- 12.2 Appropriate adult supervision must be maintained.
- 12.3 Coaches shall respect accommodation arrangements intended to protect the privacy and safety of athletes.
- 12.4 Coaches shall not share inappropriate sleeping accommodation with minor athletes.
- 12.5 Coaches shall comply with team rules regarding:
- transport;
 - curfews;
 - meals;
 - meetings;
 - supervision;
 - competition schedules; and
 - athlete movement.



-
- 12.6 Alcohol consumption by an adult responsible for athletes must never impair that person's judgement, availability or ability to supervise athletes safely.
- 13. Health, Fitness and Safe Coaching**
- 13.1 Promote good health, appropriate nutrition, hydration, rest, recovery and responsible athlete development.
- 13.2 Coaches shall not provide medical diagnoses, prescribe medication or provide treatment beyond their qualifications.
- 13.3 Coaches shall encourage athletes and parents to obtain appropriate professional medical advice where necessary.
- 13.4 Coaches shall report any matter that may reasonably compromise the safety of athletes in their care through the appropriate process.
- 13.5 Coaches shall ensure that equipment and training environments under their control are reasonably safe and suitable for their intended purpose.
- 13.6 Coaches shall promote water safety and appropriate survival skills as relevant to their coaching discipline.
- 14. Anti-Doping and Clean Sport**
- 14.1 Coaches shall support and promote a culture of clean sport.
- 14.2 Coaches shall comply with applicable anti-doping requirements of:
- the South African Institute for Drug-Free Sport;
 - the World Anti-Doping Agency;
 - World Aquatics;
 - Swim South Africa; and
 - other competent authorities.
- 14.3 Coaches shall not encourage, supply, administer or facilitate the use of a prohibited substance or prohibited method.
- 14.4 Coaches shall exercise appropriate care when discussing supplements, medication or performance products with athletes.
- 14.5 Athletes should be encouraged to obtain appropriate professional advice regarding medication, supplements and Therapeutic Use Exemption requirements.
- 14.6 Coaches shall cooperate with lawful anti-doping investigations and procedures.
- 15. Alcohol, Tobacco, Vaping and Drugs**
- 15.1 Coaches must remain fit and capable of performing their duties whenever responsible for athletes.
- 15.2 Coaches shall not be impaired by alcohol, illegal drugs or other substances while coaching, supervising or being responsible for athletes.
- 15.3 Coaches shall not smoke or vape while actively coaching or supervising athletes in circumstances where doing so is prohibited or inappropriate.
- 15.4 Coaches shall not provide alcohol, tobacco, vaping products or illegal substances to minor athletes.
- 15.5 Coaches shall model responsible behaviour and promote a healthy sporting environment.
- 16. Confidentiality and Personal Information**
- 16.1 Coaches shall maintain appropriate confidentiality concerning information obtained through their role.
- 16.2 This includes information relating to:
- athletes;
 - parents;



- medical matters;
 - safeguarding matters;
 - disciplinary matters;
 - Club administration;
 - EGA matters;
 - team selection; and
 - personal circumstances.
- 16.3 Information shall only be shared where there is a legitimate reason to do so.
- 16.4 Confidentiality shall never prevent a coach from making a required safeguarding, safety or legal report.
- 16.5 Coaches must protect athletes' personal information and use it only for legitimate coaching, administration or safeguarding purposes.
- 17. Social Media and Electronic Communication**
- 17.1 Coaches shall use social media, WhatsApp, email and other communication platforms responsibly and professionally.
- 17.2 Coaches shall not use electronic communication to:
- bully or intimidate athletes;
 - humiliate athletes publicly;
 - attack officials or other coaches;
 - disclose confidential information;
 - communicate inappropriately with minors;
 - distribute inappropriate images;
 - make discriminatory or abusive comments; or
 - conduct public disputes that should properly be addressed through Club or EGA structures.
- 17.3 Coaches shall maintain the same professional boundaries online as are expected in person.
- 17.4 Images and information concerning minors must be handled in accordance with applicable safeguarding and consent requirements.
- 18. Relationships and Conflicts of Interest**
- 18.1 Coaches shall not exploit their coaching position for personal, financial, sexual or other improper advantage.
- 18.2 Coaches shall disclose any material conflict of interest that may reasonably affect their professional judgement.
- 18.3 Coaches shall not solicit athletes on behalf of agents or act as a player or athlete agent while carrying out duties and responsibilities on behalf of EGA or a Club where prohibited by EGA rules or Bye-Laws.
- 18.4 Coaches shall not improperly induce an athlete to leave another Club or coach contrary to applicable transfer, recruitment or ethical requirements.
- 18.5 Coaches shall respect legitimate coaching relationships and refrain from deliberately undermining another coach.
- 19. Commercial Conduct and Endorsements**
- 19.1 Coaches shall not use their EGA or Club position to endorse or promote products or services in a manner that falsely implies EGA approval.



-
- 19.2 Coaches shall not promote products, substances or services that are:
- unlawful;
 - unsafe;
 - inconsistent with clean sport;
 - contrary to athlete welfare; or
 - inconsistent with applicable EGA or SSA requirements.
- 19.3 Any commercial use of EGA branding, logos or official affiliation must be properly authorized.
- 20. Water Safety and Development of Aquatics**
- 20.1 Coaches shall promote safe, enjoyable and developmentally appropriate Aquatics programs.
- 20.2 Coaches shall support the delivery of Aquatics activities by appropriately qualified and registered personnel at facilities that are safe and suitable for their intended purpose.
- 20.3 Coaches shall promote water safety knowledge and appropriate aquatic survival skills.
- 20.4 Coaches shall support opportunities for participants to develop knowledge and skills across recognized Aquatics disciplines where appropriate.
- 20.5 Coaches shall contribute positively to the growth, accessibility and development of Aquatics.
- 21. Reliability and Professional Standards**
- 21.1 Coaches shall be reliable, punctual and appropriately prepared for training sessions, competitions and team activities.
- 21.2 Coaches shall provide appropriate notice where they are unable to fulfil an agreed coaching responsibility.
- 21.3 Coaches shall maintain appropriate records and administrative information where required by their Club, EGA or SSA.
- 21.4 Coaches shall not misrepresent their:
- qualifications;
 - registration status;
 - achievements;
 - experience; or
 - authority.
- 22. Complaints and Reporting Misconduct**
- 22.1 Coaches shall report serious breaches of this Code through the appropriate Club, EGA or SSA structure.
- 22.2 Safeguarding concerns shall be reported through the prescribed safeguarding procedure.
- 22.3 Coaches shall cooperate reasonably with authorized disciplinary, safeguarding or governance processes.
- 22.4 Coaches shall not victimize or retaliate against a person who raises a genuine complaint or safeguarding concern in good faith.
- 22.5 Complaints made by coaches must be factual, responsible and submitted through the appropriate channels.
- 22.6 Malicious, knowingly false or deliberately misleading complaints may themselves constitute misconduct.



23. Upholding the Sport

23.1 Coaches shall uphold the ethos and reputation of:

- their Club;
- Eastern Gauteng Aquatics;
- Aquatics Gauteng;
- Swim South Africa; and
- South Africa when representing the country.

23.2 Coaches shall contribute positively to the professional standards of swimming teaching and coaching.

23.3 Coaches shall demonstrate through their own conduct the values they expect from their athletes.

24. Breach of the Coaches' Code of Conduct

24.1 A breach of this Code may result in action in accordance with the EGA Constitution, safeguarding procedures, disciplinary procedures, applicable SSA requirements and other relevant policies.

24.2 Depending on the nature and seriousness of the conduct, action may include:

- counselling or guidance;
- verbal warning;
- written warning;
- requirement for further education or training;
- suspension from coaching activities;
- removal from an EGA team or activity;
- referral to the Coach's Club;
- referral to the EGA Safeguarding Officer;
- formal disciplinary proceedings;
- referral to Aquatics Gauteng or SSA; and/or
- referral to an appropriate external authority where required.

24.3 Safeguarding allegations shall be dealt with through the appropriate safeguarding procedures and shall not be treated merely as an ordinary coaching or disciplinary dispute.

24.4 Serious misconduct may justify immediate interim action where reasonably necessary to protect athletes or other participants.

COACHES' ACKNOWLEDGEMENT

By registering with, coaching within or accepting an appointment under Eastern Gauteng Aquatics, the Coach acknowledges the position of trust and responsibility placed upon them.

Coaches are expected to contribute to an Aquatics environment characterised by:

**Athlete Welfare • Safeguarding • Respect • Integrity • Professionalism • Fairness •
Development • Sportsmanship**



TEAM LEADERS' CODE OF CONDUCT

Club and District Team Leaders

A Team Leader represents an important link between the swimmers, coaches, parents, club or district, competition management and technical officials.

Whether appointed as a Club Team Leader or District Team Leader, the Team Leader is expected to act with integrity, professionalism, fairness and respect and to contribute towards a safe, organised and positive competition environment.

This Code applies at EGA competitions and, where applicable, at Provincial, National and other competitions where the Team Leader represents a club, district or Eastern Gauteng Aquatics.

Team Leaders agree to:

1. Role and Responsibility

- 1.1 Represent their club or district in a professional, responsible and respectful manner.
- 1.2 Act in the best interests of the swimmers, team and sport of Aquatics.
- 1.3 Understand that the Team Leader's primary role is to:
 - support and coordinate the team;
 - facilitate communication;
 - assist swimmers and coaches;
 - ensure compliance with competition procedures;
 - manage administrative requirements; and
 - act as the appropriate liaison between the team and competition management.
- 1.4 Familiarise themselves with the competition information, program, rules, procedures and relevant EGA or event requirements before the competition.
- 1.5 Attend Team Leaders' meetings and other meetings where their attendance is required.
- 1.6 Ensure that information communicated at Team Leaders' meetings is accurately passed on to the appropriate coaches, swimmers, parents and club or district representatives.

2. Professional Conduct

- 2.1 Conduct themselves professionally and courteously at all times.
- 2.2 Treat swimmers, coaches, officials, volunteers, parents, spectators, other Team Leaders and competition personnel with dignity and respect.
- 2.3 Remain calm and professional when dealing with difficult, emotional or contentious situations.
- 2.4 Refrain from:
 - abusive or threatening conduct;
 - intimidation;
 - shouting at officials;
 - foul or offensive language;
 - aggressive confrontation;
 - discriminatory behaviour; or
 - conduct likely to provoke conflict.
- 2.5 Set an example of appropriate behaviour for swimmers, parents and supporters.
- 2.6 Refrain from any conduct that may bring their club, district or Eastern Gauteng Aquatics into disrepute.



3. Athlete Welfare and Safeguarding

- 3.1 Place the safety, welfare and wellbeing of swimmers at the centre of all Team Leader responsibilities.
- 3.2 Comply with all applicable EGA and SSA safeguarding requirements.
- 3.3 Treat all children and vulnerable participants with dignity, respect and appropriate professional boundaries.
- 3.4 Team Leaders shall not engage in or tolerate:
 - bullying;
 - harassment;
 - intimidation;
 - humiliation;
 - physical or emotional abuse;
 - sexual harassment or inappropriate conduct;
 - grooming;
 - discrimination;
 - hazing or initiation practices; or
 - inappropriate communication with minors.
- 3.5 Any safeguarding concern, disclosure or suspected abuse must be reported promptly through the appropriate safeguarding procedure.
- 3.6 Team Leaders must not attempt to conduct their own investigation into a safeguarding allegation unless formally authorised to do so.
- 3.7 No swimmer, parent, coach or other person may be victimised for raising a genuine safeguarding concern.
- 3.8 Team Leaders shall take reasonable action where immediate intervention is required to protect a swimmer from harm, while referring the matter to the appropriate responsible authority.

4. Supporting Swimmers

- 4.1 Treat all swimmers fairly and respectfully, irrespective of:
 - ability;
 - age;
 - race;
 - gender;
 - club;
 - selection status;
 - disability;
 - competitive level; or
 - performance.
- 4.2 Provide appropriate assistance to swimmers regarding:
 - competition procedures;
 - Call Room requirements;
 - reporting times;
 - relay arrangements;
 - withdrawals;
 - athlete seating;
 - team information; and
 - other administrative matters.



-
- 4.3 Take particular care to assist younger or inexperienced swimmers who may be unfamiliar with competition procedures.
- 4.4 Never ridicule, criticize or humiliate a swimmer because of:
- a poor performance;
 - missed qualifying time;
 - disqualification;
 - withdrawal;
 - mistake; or
 - race result.
- 4.5 Encourage good sportsmanship, team spirit and respect for fellow competitors.
- 4.6 Where a swimmer is distressed, injured or unwell, the Team Leader shall ensure that the appropriate coach, parent, medical personnel or competition official is informed.
- 5. Communication with Coaches**
- 5.1 Work cooperatively and respectfully with the team's coaches.
- 5.2 Recognize that technical coaching decisions remain the responsibility of the appointed coaches.
- 5.3 Team Leaders shall not undermine or contradict coaches in front of swimmers or parents.
- 5.4 Where disagreement arises, the matter should be discussed privately and professionally.
- 5.5 Ensure that important competition information is communicated to coaches promptly and accurately.
- 5.6 Team Leaders shall not make technical coaching decisions unless they have separately been appointed and authorized in a coaching role.
- 6. Communication with Parents and Spectators**
- 6.1 Act as an appropriate communication channel between competition management and parents or supporters where necessary.
- 6.2 Encourage parents and spectators associated with their club or district to comply with the applicable:
- Parents' Code of Conduct;
 - Spectator Code of Conduct;
 - venue rules; and
 - competition requirements.
- 6.3 Where a parent or spectator's behaviour becomes inappropriate, disruptive or abusive, the Team Leader should, where appropriate, assist in addressing the behaviour or refer the matter to competition management.
- 6.4 Team Leaders shall not tolerate:
- foul or abusive language;
 - aggressive confrontation;
 - intimidation of swimmers;
 - verbal abuse of officials;
 - excessive disruptive behaviour; or
 - conduct that compromises the safety or enjoyment of others.
- 6.5 Team Leaders should encourage parents to raise concerns through the appropriate channels rather than confronting swimmers, officials or other parents.



-
- 6.6 Team Leaders are not expected to place themselves at personal risk when dealing with aggressive or threatening behaviour and should involve security, competition management or other authorized persons where appropriate.
- 7. Relationship with Technical Officials**
- 7.1 Treat all technical officials with courtesy and respect.
- 7.2 Recognise and respect the authority of the Referee, Technical Referee, Meet Referee and other duly appointed competition officials.
- 7.3 Team Leaders shall not interfere with an official while that official is performing their duties.
- 7.4 Queries regarding:
- disqualifications;
 - results;
 - competition procedures;
 - protests; or
 - technical decisions
- ** must be made through the prescribed competition channels.**
- 7.5 Team Leaders shall not confront a judge, timekeeper, starter or other official directly regarding a technical decision where the competition procedure requires the matter to be referred to the Referee or Technical Referee.
- 7.6 Team Leaders shall not encourage parents or swimmers to confront technical officials.
- 7.7 Technical decisions must be respected even where the Team Leader disagrees with them, subject to the proper right of enquiry, protest or appeal.
- 8. Entries, Withdrawals and Competition Administration**
- 8.1 Team Leaders shall take reasonable care to ensure that all required team administration is completed correctly and within the stipulated deadlines.
- 8.2 This may include:
- confirmation of entries;
 - scratches and withdrawals;
 - relay entries;
 - relay team changes;
 - athlete declarations;
 - team lists;
 - accreditation;
 - protest forms;
 - medical information where required; and
 - other event documentation.
- 8.3 Team Leaders must familiarize themselves with the competition deadlines for withdrawals, relay submissions and other administrative requirements.
- 8.4 Withdrawals must be submitted through the prescribed process and within the stipulated time limits.
- 8.5 Relay information must be accurate and submitted in accordance with competition rules.
- 8.6 Team Leaders shall not knowingly submit false, misleading or inaccurate information.
- 8.7 Administrative errors should be reported promptly once identified.



9. Call Room, Marshalling and Competition Areas

- 9.1 Team Leaders shall respect the authority of Call Room, marshaling and competition personnel.
- 9.2 Team Leaders may only enter restricted areas where properly authorized.
- 9.3 Team Leaders shall not interfere with:
 - Call Room procedures;
 - swimmer marshaling;
 - starting procedures;
 - technical officiating; or
 - athlete movements under the control of competition officials.
- 9.4 Where a swimmer requires assistance, the Team Leader must follow the procedure prescribed by competition management.

10. Team Discipline and Behaviour

- 10.1 Team Leaders shall promote a positive and inclusive team environment.
 - 10.2 They shall encourage swimmers to:
 - support one another;
 - behave respectfully;
 - follow team instructions;
 - respect officials;
 - respect competition facilities; and
 - demonstrate good sportsmanship.
 - 10.3 Bullying, hazing, intimidation, exclusion or humiliation within the team must not be tolerated.
 - 10.4 Serious behaviour concerns should be reported to the appropriate coach, Club Committee, District Management, EGA representative or Safeguarding Officer as applicable.
 - 10.5 Team Leaders shall avoid imposing arbitrary or humiliating punishments upon swimmers.
 - 10.6 Any disciplinary action involving minors must be appropriate, proportionate and consistent with safeguarding principles.
- ## **11. District Team Leaders and Representative Teams**
- 11.1 A District Team Leader appointed to an EGA representative team carries an additional responsibility to represent Eastern Gauteng Aquatics as a whole and not only their own club.
 - 11.2 District Team Leaders shall treat all selected swimmers fairly and without club bias.
 - 11.3 Club affiliation shall not influence:
 - allocation of support;
 - team communication;
 - access to information;
 - relay administration;
 - team activities; or
 - treatment of swimmers.
 - 11.4 District Team Leaders shall work constructively with all appointed team coaches, managers and EGA representatives.
 - 11.5 Once appointed to a district team, the Team Leader must place the interests of the EGA team above individual club interests while performing that role.



12. Provincial, National and International Competitions

- 12.1 Team Leaders representing a club or EGA at Provincial, National or International competitions remain expected to uphold this Code.
- 12.2 A Team Leader must recognise that their behaviour may reflect upon:
 - their club;
 - Eastern Gauteng Aquatics;
 - Gauteng Aquatics; and
 - Swim South Africa.
- 12.3 Team Leaders shall respect organisers, officials, coaches and Team Leaders from other districts, provinces and countries.
- 12.4 Competition disagreements must be dealt with through the proper technical or administrative channels.
- 12.5 Team Leaders shall not engage in hostile arguments, abusive conduct or public criticism of other districts, teams or officials.
- 12.6 Where travelling as part of an official EGA team, Team Leaders shall comply with all reasonable arrangements relating to:
 - transport;
 - accommodation;
 - meetings;
 - team functions;
 - accreditation;
 - competition attendance; and
 - team conduct.

13. Confidentiality

- 13.1 Team Leaders may become aware of confidential or sensitive information concerning swimmers, parents, coaches or competition matters.
- 13.2 Such information must be handled appropriately and only shared with persons who have a legitimate need to know.
- 13.3 Team Leaders shall maintain confidentiality regarding:
 - safeguarding matters;
 - medical information;
 - disciplinary matters;
 - internal complaints;
 - personal information;
 - team selection discussions; and
 - other confidential EGA or club matters.
- 13.4 Confidential information shall not be discussed casually in spectator stands, WhatsApp groups, social media or other public spaces.
- 13.5 Confidentiality shall never prevent the appropriate reporting of a safeguarding or safety concern.

14. Medical and Emergency Matters

- 14.1 Team Leaders shall familiarize themselves with the event's emergency and medical procedures.
- 14.2 Where appropriate, they should be aware of relevant emergency contact information for swimmers under their responsibility.
- 14.3 Medical matters must be referred to appropriately qualified medical personnel.

Eastern Gauteng Aquatics



-
- 14.4 Team Leaders shall not diagnose or prescribe treatment unless professionally qualified and authorized to do so.
- 14.5 Any serious injury, illness, incident or emergency involving a team member must be reported to the appropriate responsible person.
- 15. Social Media and Electronic Communication**
- 15.1 Team Leaders shall use WhatsApp groups, email, social media and other communication platforms responsibly.
- 15.2 Team communication should remain:
- factual;
 - professional;
 - respectful; and
 - relevant to the team's activities.
- 15.3 Team Leaders shall not use electronic platforms to:
- publicly criticize swimmers;
 - embarrass parents;
 - attack coaches or officials;
 - disclose confidential information;
 - bully or intimidate another person; or
 - circulate safeguarding allegations.
- 15.4 Team Leaders shall not publish photographs or information involving minors in a manner that conflicts with safeguarding requirements.
- 15.5 Sensitive disputes should be dealt with privately and through the appropriate processes rather than through group chats or social media.
- 16. Conflicts of Interest and Fairness**
- 16.1 Team Leaders shall disclose any material conflict of interest that could reasonably affect their role.
- 16.2 A Team Leader must not use their position to:
- unfairly favour their own child;
 - favour swimmers from their own club when acting for a district team;
 - obtain improper personal advantage;
 - disadvantage another swimmer; or
 - influence technical competition decisions.
- 16.3 Decisions made by Team Leaders must be fair, reasonable and consistent with the applicable rules and team requirements.
- 17. Dress and Identification**
- 17.1 Team Leaders shall comply with any prescribed dress code or accreditation requirements.
- 17.2 Where an official Team Leader bib, accreditation card or uniform is issued, it must be worn or displayed as required.
- 17.3 Official EGA or club clothing shall be worn appropriately and in a manner that reflects positively upon the organization represented.
- 18. Alcohol, Smoking, Vaping and Fitness for Duty**
- 18.1 Team Leaders must remain fit and capable of carrying out their duties whenever responsible for swimmers or an official team.



-
- 18.2 A Team Leader shall not perform their duties while impaired by alcohol, illegal drugs or any other substance that materially affects their judgement or ability to supervise participants.
- 18.3 Team Leaders shall comply with all venue, EGA and team requirements concerning alcohol, smoking and vaping.
- 18.4 Adults responsible for minors must never place the safety or wellbeing of swimmers at risk through inappropriate alcohol or substance use.
- 19. Complaints and Dispute Resolution**
- 19.1 Team Leaders should seek to resolve minor administrative matters calmly and constructively.
- 19.2 Formal complaints must be referred through the appropriate competition, club, district or EGA procedure.
- 19.3 Technical complaints must be handled through the prescribed enquiry, protest or appeal process.
- 19.4 Safeguarding complaints must be referred through the appropriate safeguarding process.
- 19.5 Team Leaders shall not use their role to intimidate, threaten or retaliate against a person who raises a genuine concern.
- 19.6 A Team Leader must distinguish between:
- a technical competition matter;
 - a behavioural matter;
 - a safeguarding matter; and
 - a disciplinary matter,
- **and ensure that the issue is referred to the correct process.**
- 20. Breach of the Team Leaders' Code of Conduct**
- 20.1 A breach of this Code may result in action being taken in accordance with the applicable Club Constitution, EGA Constitution, disciplinary procedures, safeguarding procedures or other relevant policies.
- 20.2 Depending upon the nature and seriousness of the breach, action may include:
- counselling or guidance;
 - verbal warning;
 - written warning;
 - removal from Team Leader duties;
 - removal from a competition or team environment;
 - suspension from appointment as a Team Leader;
 - referral to the relevant Club Committee;
 - referral to EGA;
 - referral to the EGA Safeguarding Officer;
 - formal disciplinary proceedings; and/or
 - referral to SSA or another competent authority.
- 20.3 Serious misconduct may result in immediate removal from Team Leader duties where reasonably necessary to protect swimmers, participants or the integrity of the competition.
- 20.4 Safeguarding allegations shall be managed in accordance with the applicable safeguarding procedures and shall not be treated merely as an ordinary team-management dispute.

Eastern Gauteng Aquatics



TEAM LEADER ACKNOWLEDGEMENT

By accepting appointment as a Club or District Team Leader, the Team Leader acknowledges the responsibility and trust placed in them and agrees to contribute towards an Aquatics environment characterised by:

Respect • Organization • Fairness • Safeguarding • Communication • Professionalism • Sportsmanship



PARENTS' CODE OF CONDUCT

Parents and guardians play an important role in creating a positive, safe and respectful environment for all participants in Aquatics. Their behaviour should at all times set an appropriate example for swimmers and contribute positively to the competition and training environment.

Parents and guardians are expected to:

1. **Support their child's desire to participate in Aquatics** and encourage participation for enjoyment, personal development, achievement and a lifelong involvement in sport.
2. Encourage their child to understand and respect the **rules, regulations and spirit of Aquatics**, as well as the decisions of coaches and officials.
3. Demonstrate a **positive, respectful and supportive attitude** towards all swimmers, coaches, officials, volunteers, team leaders, parents and spectators.
4. Recognize that Aquatics is primarily for the **participants and not for the ambitions or expectations of parents or other adults**.
5. Place the **emotional and physical wellbeing of their child ahead of their own desire for results, medals, rankings or victory**.
6. Encourage effort, commitment, improvement and good sportsmanship, and recognize good performances in both victory and defeat.
7. Teach their child to treat others with dignity and respect regardless of race, gender, culture, religion, ability, club affiliation or competitive level.
8. Never ridicule, humiliate, threaten or verbally abuse their child or any other swimmer for making a mistake, losing a race or not achieving a desired result.
9. Work actively towards eliminating **physical, emotional and verbal abuse, bullying, intimidation and inappropriate behaviour** within Aquatics.
10. Recognize, support and appreciate the important contribution made by **coaches, technical officials, volunteers and administrators** in providing opportunities for swimmers to participate and develop.
11. Respect the role, authority and decisions of coaches and technical officials and refrain from interfering with, confronting or challenging officials on or off pool deck during a competition.
12. Raise concerns, complaints or queries through the **appropriate channels and procedures**, rather than confronting swimmers, coaches, officials or other parents during training sessions or competitions.

Behaviour at Competitions and on the Spectator Stands

13. Parents are encouraged to **cheer enthusiastically and positively** for their children and other swimmers. Support should promote good sportsmanship and contribute to an enjoyable competition environment.
14. Cheering must remain **appropriate and considerate of swimmers, officials and fellow spectators**. Excessive screaming, shrieking, persistent shouting or other behaviour that is disruptive, intimidating or distressing to swimmers or spectators is not acceptable.
15. Parents must respect requests for **silence when swimmers are under the Starter's orders** and must immediately comply with instructions given by the Referee, announcer, competition management or other authorized official.



16. Parents must refrain from using **profane, abusive, threatening, insulting or offensive language**, whether directed at their own child, another swimmer, a coach, an official, volunteer or spectator.
17. Parents must never encourage their child to **intimidate, obstruct, harm, retaliate against or behave aggressively towards another swimmer.**
18. Parents must refrain from taunting, mocking or making derogatory comments about other swimmers, clubs, coaches or officials.
19. Parents must behave in a manner that allows other spectators to **enjoy the competition without unreasonable disturbance or disruption.**
20. Parents must not interfere with the conduct of a race, enter restricted areas, approach officials while they are performing their duties or interfere with swimmers while they are preparing to compete.
21. Parents must comply with all **venue rules, access-control requirements and instructions issued by EGA competition management, security personnel and technical officials.**

Supporting the Aquatics Community

22. Provide appropriate **support, care and encouragement** to their child throughout their participation in Aquatics.
23. Support coaches working with their child in creating a positive, developmentally appropriate and enjoyable sporting experience.
24. Support the provision of a **safe and healthy environment** and the use of appropriate facilities and equipment for children and young people.
25. Support and promote a **drug-, tobacco-, alcohol- and substance-free environment** at junior Aquatics activities and competitions.
26. Where reasonably possible, contribute to the successful operation of their club and competitions through volunteering, officiating or assisting when requested.
27. Conduct themselves responsibly on **social media and other communication platforms** and refrain from posting abusive, defamatory, threatening or inappropriate comments about swimmers, coaches, officials, clubs, volunteers or EGA.
28. Refrain from any conduct, whether at an Aquatics activity, away from the venue or online, that has the potential to **bring their club or Eastern Gauteng Aquatics into disrepute.**

Breach of the Parents' Code of Conduct

Parents and guardians are reminded that attendance at an EGA training activity, gala or competition is subject to compliance with this Code of Conduct and the EGA Spectator Code of Conduct.

Where a parent's behaviour is considered **disruptive, abusive, offensive, threatening, intimidating or detrimental to the wellbeing of swimmers or others**, EGA reserves the right to take appropriate action.

Depending on the nature and severity of the conduct, this may include:

- a verbal or written warning;
- an instruction to immediately cease the behaviour;
- removal from the spectator area or competition venue;
- referral of the matter to the parent's club;

Eastern Gauteng Aquatics



-
- restriction of attendance at future EGA activities or competitions; and/or
 - further disciplinary action in accordance with applicable EGA policies and procedures.

Serious misconduct may result in immediate removal from the venue without prior warning.

Parents and guardians are expected to remember at all times that **their behaviour sets an example for their children and contributes directly to the environment in which all swimmers compete.**



SPECTATOR CODE OF CONDUCT

Eastern Gauteng Aquatics (EGA) encourages enthusiastic and positive support of all swimmers. Spectators are reminded, however, that swimming competitions must provide a **safe, respectful and supportive environment** for swimmers, coaches, officials, volunteers and fellow spectators. Spectators are expected to:

1. **Demonstrate good sportsmanship** and treat all swimmers, coaches, officials, volunteers and fellow spectators with courtesy and respect at all times.
2. **Support swimmers in a positive and appropriate manner.** Cheering and encouragement are welcomed; however, excessive screaming, shrieking, shouting or other behaviour that is disruptive, intimidating or distressing to swimmers, officials or spectators will not be permitted.
3. **Refrain from taunting, intimidating, provoking or verbally abusing** swimmers, coaches, officials, volunteers or other spectators.
4. Behave in a manner that does not interfere with or negatively affect another spectator's ability to enjoy the competition.
5. **Refrain from using profanity, abusive or offensive language**, including language directed at or about a swimmer, irrespective of whether that swimmer is their own child or another competitor.
6. Refrain from making offensive, threatening, degrading or inappropriate comments, gestures or cheers, including comments encouraging a swimmer to harm, intimidate or act aggressively towards another competitor.
7. Respect that swimmers are competing in a demanding environment and avoid any conduct that may **distract, distress, intimidate or negatively affect swimmers while they are competing.**
8. Support EGA's efforts to provide and maintain a **safe, family-friendly and pleasant competition environment.**
9. **Respect the decisions and authority of referees, technical officials, coaches and competition management** and refrain from confronting, challenging or interfering with officials on or off pool deck.
10. **Recognise and encourage** good effort, teamwork, fair play and sportsmanship, regardless of club affiliation or competition result.
11. **Not enter restricted areas**, interfere with the conduct of the competition or act in a threatening, abusive, disruptive or hurtful manner towards swimmers or their support structures.
12. **Refrain from any behaviour, whether verbal, physical or otherwise**, that has the potential to bring Eastern Gauteng Aquatics, its competitions or the sport of swimming into disrepute.

Breach of the Spectator Code of Conduct

EGA reserves the right to intervene where spectator behaviour is considered **disruptive, abusive, offensive, intimidating or detrimental to the wellbeing of swimmers or others attending the competition.**

Depending on the nature and severity of the conduct, a spectator may:

- receive a warning from an EGA official, Venue Manager, Meet Referee or authorised representative;
- be instructed to immediately cease the behaviour;
- be required to leave the spectator area or competition venue; and/or
- be subject to further disciplinary action in accordance with EGA policies and procedures.

Eastern Gauteng Aquatics



Serious misconduct, including abusive or threatening behaviour, foul language directed at a swimmer, coach, official or spectator, or conduct that materially disrupts swimmers or the competition, may result in **immediate removal from the venue without prior warning**.

All spectators attending an EGA competition are deemed to have accepted and agreed to comply with this Code of Conduct.