



Swimming Northern Territory

Code of Conduct Policy

Version	Reviewed by	Board Approval Date	Next Review Date
1.0	Warren Dopson - CEO	19 th October 2023	16 th October 2025

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1. Purpose

Modern society expects and demands high standards of behaviour from all people involved in sport and it is vital that the integrity of sport is maintained. The purpose of this Code of Conduct is to outline the acceptable level of behaviour that Swimming Northern Territory Incorporated requires from all stakeholders and to set out clear principles and guidelines for the ethical and professional conduct of active participants, while undertaking any activities run, operated, managed, supervised by or on behalf of Swimming Northern Territory and/or Swimming Australia. This code of conduct is to work in conjunction with the **Swimming Australia Code of Conduct**.

2. Application

1. This Code of Conduct Policy applies to all stakeholders of Swimming Northern Territory, including (but not limited to):
 1. SNT Board.
 2. SNT Staff.
 3. SNT Affiliated clubs and committees.
 4. All SNT members.
 5. All volunteers at SNT events, including technical officials.
2. This Code of Conduct Policy applies from the date of approval this policy (see final page).

3. Our Values

Directors are critical cultural leaders of Swimming Northern Territory and always have a responsibility to role-model our values. Swimming Northern Territory values are:

- **Fairness** – Making informed and honourable decisions that are in the best interests of the sport of swimming and its participants.
- **Respect** – Recognising the contribution that all stakeholders make to swimming, treating them with dignity, sensitivity and consideration.
- **Integrity** – Maintaining accountability for one's actions and decisions, while always being a positive role model, for the sport.
- **Safety** – Encouraging and maintaining a healthy and safe sporting environment, in which all participants are made to always feel safe and protected.

4. General Principles

All participants and stakeholder of Swimming Northern Territory must:

1. act honestly and ethically, with fairness, integrity and in good faith in the interests of Swimming Northern Territory as well as its members.
2. treat all people associated with Swimming Northern Territory, including swimmers, coaches, staff and volunteers with respect, integrity and fairness, having proper regard to their interests, opinions, rights, safety and welfare.
3. promote and encourage diversity, equality and inclusiveness to allow equal participation and involvement across all aspects of the sport.
4. avoid any real or perceived conflicts of interest.



5. act in a considerate, objective and courteous manner with proper regard for others' rights, dignity and worth.
6. be a positive role model to all and do not abuse, bully, intimidate, shame, humiliate, oppress, belittle, harass, objectify, threaten, victimise or degrade any person.
7. act respectfully and professionally ensuring you understand the consequences and take responsibility for your actions.
8. conduct yourself within the rules and spirit of Swimming, including the national and international guidelines that govern Swimming Northern Territory.
9. follow and encourage others to follow SNT' and SA's standards, rules, policies and procedures at all times.
10. not engage in conduct (including through omission) that would likely bring discredit upon Swimming Northern Territory or bring Swimming Northern Territory into disrepute or would constitute conduct unbecoming.
11. report any concerns or breaches of this Code of Conduct or the **National Integrity Framework** through the appropriate channels as outlined in the **SA Complaints, Disputes and Disciplinary Policy**, in a timely manner.
12. respect and always protect confidential information - particularly personal information of any Member or Child or other sensitive issues or matters, whether regarding individuals or organisations.
13. maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to your role(s).
14. provide a safe, welcoming and inclusive environment for the conduct of activities that places the health, welfare and wellbeing of participants above all else.
15. ensure that any physical contact with others is appropriate to the situation, such as being necessary for the person's skill development.
16. ensure adherence to Swimming Northern Territory policies.
17. comply with the content and themes of section 5 of this Code of Conduct regarding child safety.

5. Child Safety

Swimming Northern Territory is a child safe organisation and has zero tolerance for child abuse in any form. Swimming Northern Territory adheres to applicable child safety standards and legislation. All stakeholders must be aware of their responsibilities outlined in Swimming Northern Territory and Swimming Australia's child safety and safeguarding documents, including the National Integrity Framework and be clear about processes for reporting and acting on concerns or reports of child abuse.

6. Breach of the Code of Conduct

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken. In some situations, a breach of this code may result in detriment to Swimming Northern Territory and the person(s) responsible may be liable for their actions under civil and criminal laws.



If a any person suspects that a breach of the Code of Conduct has occurred or will occur, they must report that breach as per the guidelines outline in the **SA Complaints, Disputes and Disciplinary Policy**. In some circumstances, such a disclosure may qualify for protection in accordance with applicable current whistleblower legislation. All reports will be acted upon and kept confidential.

With the exception of conduct that is prohibited under the **National Integrity Framework** (which shall be dealt with in accordance with the National Integrity Framework), the **SA Complaints and Disciplinary Policy** applies to any breach under this Code of Conduct.

7. Review

This Code will be reviewed by the Board every two years, or earlier as required.

8. Related Documents

[SA – National Integrity Framework](#)

[SA – Code of Conduct](#)

[SA – Complaints, Disputes and Discipline Policy](#)