



**Swimming
Northern
Territory**

DEVELOPING SWIMMING IN THE NT

Swimming Northern Territory

Director Code of Conduct

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 the administration of 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 its Directors and to set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

2. Application

This Code of Conduct applies to all Swimming Northern Territory Directors whenever they are acting in their capacity as a Swimming Northern Territory Director.

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

Directors of Swimming Northern Territory must:

1. maintain an active Working with Children Card (Ochre Card).
2. act honestly and in good faith in the interests of Swimming Northern Territory as a whole.
3. be a competent individual, as demonstrated by the person's knowledge, skills, and experience.
4. not be disqualified by law from performing their role.
5. exercise the degree of care, skill, and diligence that a reasonable person in a like position would exercise in Swimming Northern Territory's circumstances.
6. exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes.
7. avoid any actual or potential conflict between the obligations owed to Swimming Northern Territory and any Director's personal interest or other duties.
8. have no conflict or material personal interest in performing their role, or any conflict that exists will not create a material risk that the person will fail to properly perform their role as a Director of Swimming Northern Territory.



9. not disclose any information that is obtained through their position that is confidential.
10. disclose advantages or business opportunities acquired during their tenure.
11. prevent insolvent trading by Swimming Northern Territory.
12. be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Directors.
13. be well prepared for Board of Directors meetings.
14. make reasonable enquiries at Directors meetings to ensure that Swimming Northern Territory is operating efficiently, effectively, and legally towards achieving Swimming Northern Territory's goals.
15. undertake diligent analysis of all proposals and matters placed before the Directors.
16. acknowledge and embrace decisions of the Directors when communicating with third parties, irrespective of their own personal views.
17. treat colleagues, members, and employees of Swimming Northern Territory with respect, integrity and fairness, having proper regard to their interests, opinions, rights, safety and welfare.
18. show respect for the opinions of other Directors and allow each Director a fair and reasonable opportunity to contribute to discussion and decision making.
19. not engage in conduct that would likely bring discredit upon Swimming Northern Territory or bring the Director or Swimming Northern Territory into disrepute or would constitute conduct unbecoming of a Director.
20. not abuse, harass, bully, intimidate, discriminate, threaten, or victimise other Directors, colleagues, members and/or employees of Swimming Northern Territory.
21. comply with the content and themes of section 5 of this Code of Conduct regarding child safety.
22. promote and encourage diversity, equality and inclusiveness in decision making and throughout Swimming Northern Territory.
23. at all times exemplify the Swimming Northern Territory values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a director of Swimming Northern Territory.
24. comply with the spirit, as well as the letter of the law and the principles in this Code of Conduct.
25. maintain active learning certificates from Sport Integrity Australia in the following areas:
 - Child Safeguarding in Sport Induction
 - National Integrity Framework

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. Directors must be aware of their responsibilities outlined in Swimming Northern Territory and Swimming Australia's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.



Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in Swimming Australia's child safety and safeguarding documents.

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 Director may be liable for their actions under civil and criminal laws.

If a Director suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President of Swimming Northern Territory, the Company Officer and/or the Finance, Audit and Risk Committee. In some circumstances, such a disclosure may qualify for protection in accordance with 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 **Swimming Australia Complaints, Disputes 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

[Swimming Australia National Integrity Framework](#)

[SNT Board Charter](#)

[Swimming Australia Code of Conduct](#)

[Swimming Australia Complaints, Disputes and Discipline Policy](#)

9. Director Declaration

- I have read and understand the Swimming Northern Territory Directors Code of Conduct
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of Swimming Northern Territory.
- I agree that I have an ongoing obligation to comply with the Swimming Northern Territory Directors Code of Conduct

<i>Name</i>	<i>Signature</i>	<i>Date</i>