



CODE OF CONDUCT

Waikato Diving Club Incorporated Society

Abstract

To ensure the health, safety, and wellbeing of all Waikato Diving Club members during trainings, competitions and other club-related activities.

Gia Hallen
admin@waikatodiving.org.nz



Code of Conduct - Policy

Policy Statement

At the **Waikato Diving Club Incorporated Society (WDCIS)**, we believe that our sport thrives because of the shared passion, dedication, and care of everyone involved. From athletes and coaches to volunteers and whānau, we are united by our commitment to a positive and inclusive diving community. We are committed to creating a safe, respectful, and enjoyable environment for all participants.

The **Code of Conduct - Policy** (the Policy) aims to provide guidance on the behaviour expected of all people when participating in the activities managed by **Waikato Diving Club Incorporated Society (WDCIS)**.

Scope

This policy applies to anyone involved with WDCIS. Everyone involved in Waikato Diving is expected to act with courtesy, integrity, and responsibility—both in and out of the water. This includes volunteers, divers, supporters, club members, independent contractors, service providers, and families/ whānau of divers.

Values

- **Respect:**
We treat everyone with kindness and consideration. We value the contributions of all individuals and foster a culture of support and encouragement.
- **Safety and Wellbeing:**
The health, safety, and welfare of our members—especially children and young people—are central to everything we do. We promote practices that protect and uplift all participants.
- **Inclusiveness:**
We welcome people from all backgrounds, experiences, and identities. Our club is a place where everyone belongs and feels empowered to participate.
- **Responsibility:**
Everyone involved in diving is expected to uphold our policies, follow our rules, and act in a manner that reflects the best of our sport.
- **Commitment to Te Tiriti o Waitangi:**
Waikato Diving recognises **Te Tiriti o Waitangi** as Aotearoa New Zealand's founding document.





We honour the principles of **Partnership, Protection, and Participation**, and are committed to upholding the mana of tangata whenua in everything we do.

Together, these values shape a club environment where people grow, connect, and achieve their potential—through diving, and beyond.

Expected behaviours —

Everyone

1. respect the rights, dignity and value of others
2. be considerate and treat everyone fairly and equally
3. be a positive role model
4. be committed to providing a quality service and sporting environment
5. behave professionally, responsibly and ethically, at all times
6. not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others, in person or online
7. remain free of the influence of drugs, performance enhancing substances and alcohol while involved in Waikato Diving's activities
8. ensure safe and healthy practices at all times
9. follow this code and Waikato Diving's other policies and procedures
10. report breaches of this code, Waikato Diving's policies and procedures, and any applicable rules issued by Waikato Diving in a timely and appropriate way

Divers

Divers are expected to:

11. perform competitively and fairly, and observe the applicable rules of diving
12. be humble in both success and defeat
13. be respectful of and refrain from arguing with or abusing officials, coaches, team managers, teammates, and other competitors
14. to be communicate their feelings with coaches when required
15. not to leave during classes unless instructed or without speaking to a coach

Expected behaviours - Family/whānau

Family/whānau of divers are expected to:

16. remember diver enjoyment of the sport is most important





17. not to attempt to assist the coach on poolside with the diver
18. encourage divers, not force them
19. focus on diver effort and performance, not the end result
20. never punish divers for making a mistake or not winning
21. encourage divers to play by the rules of the sport
22. be appreciative of officials, coaches, supervisors and team managers, and respect their decisions.

Family/ whānau should approach a coach at the end a session if they wish to discuss anything, to avoid interrupting a session which impacts all the divers, as well as the coach.

Coaches/ Supervisors

Coaches/supervisors are expected to:

23. lead by example
24. respect and treat all divers fairly and equally
25. support divers to reach their full potential, keeping in mind their individual talents, developmental stages and sporting goals
26. provide all divers in a class/squad with equal attention and opportunities
27. operate within the rules of the sport, and the principles of fair play, while encouraging divers to do the same
28. advocate a sporting environment free of drugs, alcohol and performance enhancing substances, guided by Drug Free Sport New Zealand
29. display courtesy, respect, honesty and professionalism to everyone involved in the activities of Waikato Diving, including family/ whānau, other competitors, coaches, officials and team managers

Provide a quality service to divers, including:

30. providing structured training that is appropriate to divers' needs and goals
31. seeking advice and assistance where required

Provide a safe sporting environment, as far as possible by:

32. making sure all equipment and facilities meet health and safety standards
33. making sure all equipment, rules, training and environments are appropriate, taking into account divers' ages, maturity (physical and emotional), experience and ability
34. being considerate toward sick and injured divers and encourage them to seek medical advice





35. be alert to the abuse of divers, verbally, physically and emotionally.

Close personal relationships between a coach and a diver, where the diver is aged under 18, are prohibited. Close personal relationships between a coach and a diver where the diver is aged 18 or over are not prohibited, but the coach must disclose any such relationship to a representative of Waikato Diving. Disclosure is necessary to manage any issue of real or perceived bias or other conflict of interest which a close personal relationship could create.

Team managers

Team managers/supervisors are expected to:

36. be responsible and accountable for the overall management and wellbeing of the team/group
37. have a good understanding of Waikato Diving's policies and other relevant diving rules or guidelines, encouraging the team/group acts in accordance with them.

Organisation based officials

Officials are expected to:

38. officiate competitions and events fairly and impartially, placing diver safety at the heart of their approach
39. have a thorough understanding of the applicable diving rules
40. condemn unsporting behaviour and encourage respect for competitors
41. support other officials and encourage respect for them
42. treat all divers equally, and with dignity and respect
43. conduct themselves in an ethical way

Reporting a breach

Individuals who wish to report an alleged breach of this code should contact:

admin@waikatodiving.org.nz

CHAIR PERSON _____ **Date:** _____

Annual Review Date: 30/07/2026

