



Ivanhoe Specific Codes of Conduct and Policies

The Ivanhoe SWIM, Learn to Swim program and Ivanhoe SWIM Team is centered around the following belief that governs the conduct of its staff, parents, and athletes. We believe that if all stakeholders have awareness and show respect, we will have a safe, successful, and learning performance environment.

Swimmer Code of Conduct

For Ivanhoe SWIM Squad members:

1. Be aware of and abide by [Swimming Australia's Code of Conduct](#), [Member Protection Policy](#) and Swimming Australia's [National Integrity Framework](#)
2. Respect the rules and official's decisions and recognise their commitment to our sport
3. Respect all performances by always displaying sportsmanship.

For All Ivanhoe Swim members (Swim School and Squad):

1. Be aware of and abide by Ivanhoe Grammar School's Squad program policies and facility rules
2. Respect and care for the facilities made available to you during learning, training, and competitions
3. Respect the rights, dignity, and worth of every person regardless of their gender, ability, cultural background or religion
4. Respectfully acknowledge the knowledge, effort, and decisions of all teachers, coaches, and volunteers within our sport regardless of their role, position and club
5. Respect the sport by never displaying any disrespectful conduct of any sort including the use of offensive language, sledging or taunting, or obscene gestures that are demeaning to other athletes, teachers, coaches, officials, parents, and staff
6. Respect our program by never behaving in a manner that would damage the reputation of the Ivanhoe Grammar Swimming Program
7. Respect your own health and wellbeing by ensuring you communicate any injuries or other wellbeing issues to teachers, coaches, and support staff.

Parent Code of Conduct

1. Respect the sport and its participants by never engaging in inappropriate conduct including the use of offensive language, drinking, or smoking whilst in the presence of junior participants or spectators
2. Respect the swimmers, officials, coaches and volunteers by encouraging all involved to swim by the rules and respect the decisions made by coaches, officials, and staff at all times

3. Respect the rights and dignity of every person including players, coaches, officials, parents, and spectators; and never engage in behaviour that abuses, demeans, provokes, or harasses others. For Squad parents this extends to respecting Swimming Australia, Swimming Victoria, and [District Rules](#) which do not allow parent/guardian presence on pool deck unless to time-keep.
4. Be aware that swimming should be fun and that participating for enjoyment and wellbeing should always come before performance, placings, and results
5. Parents and spectators will be role models to athletes and as such must also display high standards of good sporting behaviour
6. Respect the teaching coaching and administration team at Ivanhoe Grammar Swim School and Swim Club will make decisions that are in the best interest of the individual swimmer's development and any concerns should be dealt with by following the complaints or grievance process.
7. Be aware of and call out all acts of unethical behavior, whether from players, coaches, officials, parents, or spectators to Ivanhoe SWIM Complaint Policy
8. Ensure compliance with the Ivanhoe Grammar Schools' Child Safety Policies, Victoria's Child Protection legislation, and Swimming Australia's National Integrity Framework and Member Protection policy
9. Respect all athletes by participating in only positive cheering that reinforces and encourages participant efforts
10. Respect and care for the facilities made available to you and your swimmer during training and competitions.

Parent Child Safety Code of Conduct

Ivanhoe Grammar School is committed to being a child-safe environment. From time to time parents or guardians may take on roles that are not directly related to their own children. We have clear expectations for all adults regarding appropriate behaviour with children.

You are responsible for supporting the safety and wellbeing of students by:

- Taking all reasonable steps to protect students from abuse
- Treating everyone with respect
- Ensuring as far as practicable that adults are not left alone with a child whom they are not the parent or guardian
- Reporting any child safety concerns or allegations of child abuse immediately to the Child Safety Officer, Principal, Deputy Principal/Head of Campus or Business Manager.

You must not:

- Develop any 'special' relationships with students that could be seen as favouritism
- Exhibit behaviours with students which may be construed as unnecessarily physical
- Engage in open discussions of a mature or adult nature in the presence of students
- Use inappropriate language in the presence of students
- Express personal views on cultures, race, or sexuality in the presence of students
- Discriminate against any student, including because of culture, race ethnicity, or disability.

Last review date: NA	Approved by: Principals Executive
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Policy owner: Ivanhoe Campus Aquatics Manager	