



UWA WATER POLO CLUB

Code of Conduct

2026/27

#	Effective Date	Approved By	Changes
1	June 2026	Committee	Initial adoption from WPA
2	June 2026	Committee	Updated to new policy template and WPA strategy. Expanded to capture other types of activities and to reference other policies.

Review frequency: annually

1 Background

1.1 Purpose

UWA Water Polo Club (the Club) is committed to promoting and strengthening the positive image of the sport and its participants, and to ensuring that everyone involved is treated with respect and dignity.

This Code of Conduct is adopted by the UWA Water Polo Club in alignment with the Water Polo Australia (WPA) Code of Conduct and:

- aims to ensure that everyone involved in the sport is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct;
- establishes a binding code of appropriate and ethical behaviour designed to reinforce the values of the Club and to create and maintain an environment within our sport that is appropriate for all; and
- forms an essential part of the Club's proactive and preventative approach to tackling inappropriate behaviour.

This Code of Conduct:

- sets out the standards of behaviour that are expected of all Relevant Persons and Relevant Organisations in relation to any Activity or other event in connection with the sport (such as a team function or awards night);
- sets out additional standards of behaviour that are expected of Participant groups; and
- prescribes Prohibited Conduct.

Where a provision in this Code of Conduct is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

1.2 Scope

This Code of Conduct applies to Relevant Persons and Relevant Organisations in the manner set out in section 3.

2 Definitions

2.1 Defined Terms

The following words have the corresponding meaning in this Code of Conduct:

Activity means a sport contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by WPA, Water Polo WA, or the Club, or where representing the Club (for example World Aquatics events).

Authorised Provider means any non-Sport Organisation authorised to conduct an Activity.

Children means persons under the age of 18 years.

Club means the UWA Water Polo Club.

Code of Conduct means this Code of Conduct.

National Integrity Framework means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time as adopted by WPA, being:

- the WPA Member Protection Policy;
- the WPA Safeguarding Children and Young People Policy;
- the WPA Competition Manipulation and Sport Wagering Policy;
- the WPA Improper Use of Drugs and Medicine Policy; and
- the WPA Complaints, Disputes and Discipline Policy.

Participant means:

- Athletes who are registered with a Sport Organisation;
- A person who participates in, and or attends, an Activity of a Sport Organisation, including people who may not be a member;
- Coaches appointed to train an athlete or team in an Activity;
- Administrators who have a role in the administration or operation of a Sport Organisation, including owners, directors, committee members or other persons;
- Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation;
- Support personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Prohibited Conduct means the conduct proscribed at section 5 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- A Sport Organisation;
- An Authorised Provider;
- A team, which means any collection or squad of athletes who compete and/or train in the sport; and
- Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following individuals:

- An individual registered as a member of a Sport Organisation;
- A Participant;
- An employee employed by a Sport Organisation or an Authorised Provider;

- A contractor engaged directly or via an organisation to provide services for or on behalf of a Sport Organisation or an Authorised Provider;
- A volunteer engaged by a Sport Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
- Any other individual who has agreed to be bound by this Code of Conduct.

Social Media means any website or application that enables users to create and share content or participate in social and online networking, including but not limited to: Facebook, LinkedIn, Instagram, YouTube, TikTok, Twitter/X, blogs, forums, WhatsApp, SMS, podcasting, and any other platforms that allow individual users to publish content.

Sport means the sport of water polo as recognised and regulated by World Aquatics from time to time, including water polo for athletes with disabilities and modified forms of the sport developed for junior development and other purposes.

Sport Organisation means WPA, Water Polo WA, and the UWA Water Polo Club.

Think.Act.Play Guidelines means the guidelines of that name available on the WPA website from time to time.

2.2 Terms Defined in Constitution

Where a capitalised term is not defined in this Code of Conduct, but is defined in the Club Constitution, it has the meaning given in the Constitution.

3 Jurisdiction

3.1 To Whom the Code of Conduct Applies

The Code of Conduct applies to:

- Relevant Persons; and
- Relevant Organisations.

3.2 When the Code of Conduct Applies

All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):

- In relation to any dealings, they have with Relevant Organisations or their staff, contractors and representatives;
- Wherever there is a recognised sport or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
- When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
- In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.

Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including Social Media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.

Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct as defined under a National Integrity Framework policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4 Expected Behaviours

Relevant Persons and Relevant Organisations must:

- Understand and respect the values of the sport in Annexure A and support those values by complying with any relevant stakeholder group expected behaviours set out in Annexure A;
- Act and operate within the rules and spirit of the sport including national and state guidelines, constitutions and policies which govern Relevant Persons, Relevant Organisations and Activities;
- Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- Maintain appropriate, professional relationships with other Relevant Persons at all times;
- Always place the safety and welfare of Children above other considerations;
- Follow best practice child safe practices when interacting with Children (refer to the WPA Safeguarding Children and Young People Policy);
- Accept and respect the authority of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether in or out of the water;
- Treat all persons with courtesy, respect, dignity and have proper regard for their rights and obligations;
- Use appropriate channels to raise any issues relating to the opinion or decision of any Relevant Organisation, referee, coach or official, rather than question their judgement and honesty in public;
- Not use their involvement with the sport to promote their own beliefs, behaviours or practices where these are inconsistent with those adopted or supported by WPA and other Sport Organisations;
- Disclose any conflicts of interest that relate to your role(s) in the sport, in accordance with any applicable Conflict of Interest Policy as amended from time to time;
- Act with care and diligence to safeguard the health and safety of themselves and others and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- When expressing personal views online that could be linked to the Club or WPA, make it clear that the opinions are your own and do not say or do anything that may indicate that you represent either the views of the Club or WPA, or their connection with the Club or WPA;
- Respect others' privacy by obtaining consent before posting photos/videos of other Participants;
- Not engage in conduct that is defined as Prohibited Conduct under any policy of the National Integrity Framework;
- Respect and protect confidential information obtained through Activities or other involvement in the sport, whether regarding individuals or organisational information;
- Comply with all relevant Australian laws (Federal and State);
- Not engage in behaviour that is drunk and disorderly, public or domestic violence, continued or unreasonable disruption of Relevant Organisation representatives performing their duties, or unlawful or unsafe;
- Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity or other event in connection with the sport is taking place;
- Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity or other event in connection with the sport is taking place;
- Not publish (including on social media) anything harmful, obscene, abusive, offensive or illegal as a consequence of which harm may be caused to the Club, WPA, other Relevant Persons, WPA sponsors, the sport or Activities;
- Not use the identity or likeness of a Relevant Person without their express permission;
- Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives;
- Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity or other event in connection with the sport is taking place; and

- Not use or disclose intellectual property or confidential information of the Club or WPA, including logos, trademarks, email addresses or branding, without authorisation, including on personal Social Media.

5 Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity or other event in connection with the sport that would impair public confidence in the safe and orderly conduct of the Activity or such other event;
- Engage in any conduct or activity including, without limitation, making public comment (including on Social Media) which brings a Relevant Organisation, a Relevant Person, an Activity, a WPA sponsor or the sport into disrepute, or is or could be harmful to the interests of a Relevant Organisation or the sport;
- Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- Do not comply with any of the obligations listed at section 4.1.1 (q) through (z), inclusive.

6 Conduct and Disciplinary Policy

Subject to section 3.2.3, the WPA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct. The Club Committee reserves the right to take additional disciplinary action consistent with the Club Constitution.

Annexure A — Participant Expected Behaviours

1 Values

The values of the UWA Water Polo Club reflect those of Water Polo Australia:

- **HIGH PERFORMING:** We strive for excellence through innovation, accountability, and a growth mindset — always aiming to be better tomorrow than we are today.
- **2-GETHER:** We act with unity of purpose and integrity, we understand our roles and work as one team to support each other's success.
- **OPEN:** We are inclusive, welcoming, and proud to say: there's a place for everyone in Water Polo.

These values are supported by the following enablers:

- The right people, in the right roles, at the right time.
- Safe, fun, and inclusive water polo environments.
- Positive, mutually beneficial relationships with WPA, Water Polo WA, government, and commercial partners.
- Clear roles and responsibilities across the water polo delivery system.
- Smart, data-driven decisions.
- Athletes who inspire – winning well when it matters most.
- Strong financial and commercial acumen underpinned by a sustainable business model.
- Digital systems which transform how we connect and operate.

2 Athletes

- Abide by the Think.Act.Play Guidelines at all times;
- Play by the competition rules and enjoy the opportunities that playing water polo presents;
- Be a positive role model and display sportsmanship both in and out of the water. This includes being inclusive and supportive of your teammates and other members;
- It is appropriate to celebrate success but remember to be humble in victory and gracious in defeat;
- Demonstrate respect at all times for yourself, teammates, opponents, coaches and officials, treating others as you wish to be treated;
- When you leave a room, venue, pool or seating area, there should be no trace that you were there;
- Water polo is a team sport, so to be successful you must value and respect teamwork and the contribution of everyone involved;
- Work hard, do your best and encourage your teammates to do the same;
- Participate for your own enjoyment and benefit, not just to please others;
- Give the coaches and selectors reasons to want to select you again and avoid giving them any reasons not to select you;
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players;
- Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulants, or doping practices; and
- Consume alcohol responsibly and, where applicable, in accordance with any Alcohol Policy.

3 Coaches

- Abide by the Think.Act.Play Guidelines at all times;
- Be a positive role model for water polo and your athletes;
- Ensure you have a positive impact on your athletes, regardless of their level of talent or the standard of competition;
- Be humble in victory and gracious in defeat;
- Demonstrate respect at all times for yourself, teammates, opponents, coaches and officials;
- Leave no trace when departing a room, venue, pool or seating area;
- Work hard, do your best and encourage your athletes to do the same;
- Be genuine, transparent and communicate well. Treat all athletes fairly;
- Measure your success by how many of your team keep playing and return to the Club year after year;
- Appreciate that people play sport for different reasons; set expectations accordingly;
- Provide a safe environment. Adhere to the child safety and member protection practices as described in the National Integrity Framework;
- Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development;
- Refrain from inappropriate behaviour towards officials, parents and administrators;
- Set the example for continuous improvement by spending time on your own development as a coach;
- Provide a drug-free environment and abide by any relevant WPA or Sport Organisation policy;
- Condemn the use of violence in any form;
- Consume alcohol responsibly and, where applicable, in accordance with the Alcohol Policy; and
- Follow the advice of a physician in determining when an injured or ill athlete is ready to recommence training or competition.

4 Officials

- Abide by the Think.Act.Play Guidelines at all times;
- Be a positive role model for other referees and officials;
- Encourage inclusivity and access to all areas of officiating;
- Be impartial at all times;
- Demonstrate respect at all times, treating others as you wish to be treated;
- Leave no trace when departing a room, venue, pool or seating area;
- Be professional in your appearance, manner, and behaviour;
- Seek continual improvement in your officiating knowledge and skill;
- Condemn the use of violence in any form;
- Provide a drug-free environment and abide by any relevant WPA policy; and
- Consume alcohol responsibly and, where applicable, in accordance with the Alcohol Policy.

5 Administrators and Committee Members

- Abide by the Think.Act.Play Guidelines at all times;
- You set the tone for the Club. Your behaviour and comments should be positive, supportive and one that others should follow;
- Actively involve people from a variety of ages in planning, leadership, evaluation and decision making;
- Actively seek to give all people equal opportunities to participate, regardless of gender, race, background or age;
- Be humble in victory and gracious in defeat;
- Demonstrate respect at all times for yourself and others;
- Leave no trace when departing a room, venue, pool or seating area;
- Actively create opportunities for people to participate in the sport not just as a player but as a coach, referee or administrator;
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability, motivations and maturity level of players where appropriate;
- Provide a safe environment. Adhere to the child safety and member protection practices as described in the National Integrity Framework;
- Focus on developing members' intrinsic motivation;
- Ensure members and teams are focused on performing well but not at the expense of their behaviour or well-being;
- Condemn the use of violence in any form;
- Recognise coaches for the environment they create, not just the games they win; and
- Make it clear through your own actions that abusing people in any way is unacceptable and will result in disciplinary action.

6 Parents/Guardians

- Abide by the Think.Act.Play Guidelines at all times;
- Remember that children and young people participate in sport for their enjoyment, not yours;
- Demonstrate respect at all times for yourself, teammates, opponents, coaches and officials;
- Leave no trace when departing a room, venue, pool or seating area;
- Encourage your child to participate and train, do not force them;
- Water polo is a late maturing sport — help your talented child stay involved beyond their teen years;
- Be humble in victory and gracious in defeat;
- Help your child develop resilience and perseverance rather than clearing a path or fighting their battles for them;
- Be prepared to give your child some space so they can grow as an independent person;

- Encourage your child to play a variety of sports before specialising;
- Focus on your child's efforts and performance rather than winning or losing;
- Encourage children to play according to the rules and settle disagreements without hostility or violence;
- Be an understanding listener when your child performs poorly;
- Learn about the physical requirements of the sport so your child trains to a level which helps avoid unnecessary injury;
- Seek out information about the rules and general tactics of the game if you have not played;
- Refrain from offering advice to your child especially immediately after the game;
- Never ridicule or yell at your child for making a mistake or losing a competition;
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect officials' decisions and teach children to do likewise;
- Let the coach do the coaching;
- Encourage your child to think about selection feedback and work on those areas for their next opportunity;
- Condemn the use of violence in any form;
- Show appreciation for volunteer coaches, officials and administrators; and
- Remember that children learn best by example.

7 Spectators

- Abide by the Think.Act.Play Guidelines at all times;
- Remember that people participate in sport for their enjoyment, not yours;
- Show respect for your team's opponents. Without them there would be no game;
- Applaud good performance and efforts from all individuals and teams;
- Respect the decisions of officials;
- Never ridicule or scold a child for making a mistake;
- Demonstrate respect at all times, treating others as you wish to be treated;
- Leave no trace when departing a room, venue, pool or seating area;
- Condemn the use of violence in any form;
- Encourage players to follow the rules and the officials' decisions; and
- Do not use foul language, sledge or harass players, coaches or officials.

8 Committee Members / Directors

The Committee consider there are certain fundamental ethical values that underpin their role. Committee members will therefore:

- Abide by the Think.Act.Play Guidelines at all times;
- Always act with integrity and good faith;
- Be honest and open with each other at all times;
- Treat each other with professionalism, courtesy and respect, allowing reasonable opportunity for others to put forward their views;
- Not improperly influence other Committee members or management;
- Declare to the President and the Committee material interests including any conflicts of interest, both actual and potential;
- Work cooperatively among themselves and with management in the best interests of the Club;
- Recognise the separate roles and responsibilities of the Committee and management;
- Develop an understanding of the role and functions of the Club;
- Be diligent and continuously strive to improve the Committee's operation;
- Observe the spirit as well as the letter of the laws under which the Club operates;
- Use information received as a Committee member for the purposes of the Club;

- Not allow personal interests or the interests of associated persons to conflict with the interests of the Club;
- Avoid any behaviour that is likely to reflect badly on the Committee or the Club; and
- Make reasonable enquiries to ensure that the Club is operating efficiently and towards its objectives, and devote sufficient time to the organisation and fully prepare for Committee meetings.