



BENDIGO EAST SWIMMING CLUB

Codes of Conduct

Version 2 | Date: 8 February 2026

Purpose

The purpose of this document is to ensure that all administrators, coaches, members, swimmers, parents, spectators, officials, and volunteers understand the expected standards of behaviour at Bendigo East Swimming Club (BESC).

These Codes of Conduct set clear expectations, supporting a **safe, respectful, and fair environment**. Breaches of these Codes may result in disciplinary action.

Club Values

BESC upholds the following core values:

- **Courage:** Acting with integrity, upholding Club values, and striving for improvement.
 - **Perseverance:** Demonstrating determination and resilience until goals are achieved.
 - **Loyalty:** Showing personal commitment to the Club and the team.
 - **Participation:** Actively contributing as part of the Club, team, and squad.
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Codes of Conduct

Coaches

Coaches are expected to:

- Respect the rights, dignity, and worth of every individual.
- Support and involve all swimmers, regardless of ability or talent.
- Prioritise participants' wellbeing and safety over performance or results.
- Encourage participants to value effort, growth, and learning—not just results.
- Guide swimmers to take responsibility for their own performance and behaviour.
- Refrain from ridiculing or yelling at swimmers for mistakes.
- Maintain professional and respectful relationships with all participants.
- Ensure activities are appropriate for participants' age, ability, and experience.
- Promote fair play and the positive aspects of swimming.
- Respect officials' decisions and support them in their roles.



- Maintain high standards of personal presentation and sporting behaviour.
 - Follow all guidelines from Swimming Victoria, Swimming Australia, and the Club.
 - Hold relevant qualifications before coaching.
 - Never condone rule violations, unfair play, or prohibited substances.
 - Refrain from smoking or consuming alcohol while performing official duties.
 - Avoid offensive language or behaviour.
 - Serve as a positive role model at all times.
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Swimmers

Swimmers are expected to:

- Respect the rights, dignity, and worth of all individuals.
 - Play by the rules and respect officials' decisions.
 - Demonstrate good sporting behaviour at all times.
 - Avoid offensive language, sledging, or bullying.
 - Cooperate fully with their coach.
 - Adhere to Club policies.
 - Avoid behaviour that could damage the Club's reputation, in or out of the water.
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Volunteers and Spectators

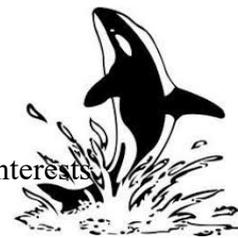
Volunteers and spectators are expected to:

- Act as positive role models and ambassadors for the Club.
 - Welcome opposition swimmers, spectators, and officials.
 - Refrain from offensive language or behaviour.
 - Treat everyone with respect, regardless of gender, ability, cultural background, or religion.
 - Display high standards of sporting behaviour, including respecting officials' decisions.
 - Follow and support Club policies.
 - Comply with the Club's smoke-free policies.
 - Consume alcohol only where permitted by the Club's license.
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Directors and Committee Members

Directors and Committee Members are expected to:

- Perform their duties diligently and in the best interests of the Club.
- Attend Committee meetings or provide apologies in advance.
- Treat all stakeholders with respect, including members, volunteers, partners, external stakeholders, and fellow Committee members.
- Prioritise the welfare of members over performance outcomes.



- Fulfil fiduciary responsibilities and make decisions based on the Club's best interests.
- Avoid exploiting their position for personal gain.
- Declare and manage conflicts of interest appropriately.
- Be open to feedback and respond professionally.
- Uphold honesty, integrity, and transparency.
- Serve as positive role models for good sporting behaviour.
- Refrain from smoking and excessive alcohol consumption at Club events.
- Comply with Club policies, procedures, and relevant legislation.
- Respect and responsibly use Club resources and equipment.
- Avoid accepting gifts that could create personal financial benefit.
- Seek opportunities to improve Club operations and Committee performance.
- Represent the Club professionally at all times.
- Avoid public statements or media comments that could harm the Club's reputation.

Version Control

Version	Date	Reviewed By
2	8/2/2026	BESC Marketing Officer and Committee