POLICY 1

Code of Conduct Policy

Commitment to Te Tiriti o Waitangi

Invercargill Rowing Club recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. Invercargill Rowing Club is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values

Invercargill Rowing Club knows everyone involved in the sport is here because of a shared passion for rowing and care for the people involved. We aim to provide a safe, inclusive and enjoyable environment for everyone involved in our activities. People associated with the club are expected to show respect and courtesy in their interactions with others. Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do in the sport. Everyone involved in the sport joins with good intentions and we are all expected to do our part responsibly and to comply with our club policies and rules.

Purpose

This code aims to:

- provide guidance on the behaviour expected of all people when participating in Invercargill Rowing Club's activities
- support an inclusive environment where all people are treated with dignity, respect and courtesy.

Application

This code applies to anyone involved in Invercargill Rowing Club. This includes volunteers, participants, supporters, club members, employees, service providers, and families/whānau of participants. It is to be read together with Invercargill Rowing Club's policies and procedures.

Expected behaviours

Everyone involved with Invercargill Rowing Club must obey the law, at all times. Everyone is expected to:

- act in good faith towards the Invercargill Rowing Club and show commitment to Invercargill Rowing Club's constitution purpose
- follow the principles of fair play, and encourage others to do the same
- respect the rights, dignity and value of others
- be considerate and treat everyone fairly and equally

Date of last review: 23 June 2026

- be a positive role model
- communicate with others in a way that is honest and considerate
- be committed to providing a quality service and sporting environment
- behave professionally, responsibly and ethically, at all times
- not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others, in person or online
- remain free of the influence of drugs, performance enhancing substances and alcohol while involved in the Invercargill Rowing Club's activities
- ensure safe and healthy practices at all times
- follow the code, of the Invercargill Rowing Club's policies and procedures, and any applicable rules issued by the Southland Rowing Association and/or Rowing New Zealand
- report breaches of this code, to the Invercargill Rowing Club's policies and procedures, and any applicable rules issued by the Southland Rowing Association and/or Rowing New Zealand in a timely and appropriate way to the Invercargill Rowing Club Management Committee.

Participants

Participants are expected to:

- play competitively and fairly
- play by the rules of the activity/sport
- be humble in both success and defeat
- be respectful of officials/referees, coaches, team managers, teammates, and other competitors
- refrain from arguing with or abusing officials/ referees, coaches, and team managers
- be cooperative with officials/referees, coaches, team managers, teammates, and other competitors.

Family/whānau

Family/whānau of participants are expected to:

- lead by example
- remember participant enjoyment of the sport is most important
- encourage participants, not force them
- focus on participant effort and performance, not the end result
- never punish participants for making a mistake, or not winning
- encourage participants to play by the rules of the sport
- encourage low-level resolution of disagreements
- be appreciative of officials/referees, coaches, supervisors and team managers, and respect their decisions.

Date of last review: 23 June 2026

Coaches/supervisors

Coaches/supervisors are expected to:

- lead by example
- respect and treat all participants fairly and equally
- support participants to reach their full potential, keeping in mind their individual talents, developmental stages and sporting/activity goals
- provide all participants with equal attention and opportunities
- operate within the rules of the activity/sport, and the principles of fair play, while encouraging participants to do the same
- advocate a sporting environment free of drugs, alcohol and performance enhancing substances, guided by Drug Free Sport New Zealand
- display courtesy, respect, honesty and professionalism to everyone involved in the activities of the Invercargill Rowing Club, including family/ whānau, other competitors, coaches, officials/ referees and team managers
- remain professional and refrain from initiating a relationship with a participant, and discourage any attempts by participants to do so
- accurately represent all qualifications, experience, competence and affiliations they have
- provide a quality service to participants, including:
- maintaining qualifications as appropriate
- seeking continuous improvement and development opportunities for themselves
- providing structured training that is appropriate to participants' needs and goals and seeking advice and assistance where required.
- provide a safe sporting environment, as far as possible by
    - making sure all equipment and facilities meet health and safety standards
    - making sure all equipment, rules, training and environments are appropriate, taking into account participants' ages, maturity (physical and emotional), experience and ability
    - encouraging participants to seek medical advice when sick or injured
    - being considerate and proactive toward sick and injured participants
    - be alert to the abuse of participants, verbally, physically and emotionally.

Team managers/supervisors

- be responsible and accountable for the overall management and wellbeing of the team/group
- create a collaborative and inclusive team/group environment
- have a good understanding of the Invercargill Rowing Club policies and other relevant Rowing NZ rules or guidelines, ensuring the team/group acts in accordance with them.

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Invercargill
ROWING CLUB

Organization based referees/officials

- officiate matches fairly and impartially, placing participant safety at the heart of their approach
- have a thorough understanding of Rowing regatta rules
- condemn unsporting behaviour and encourage respect for competitors
- support other referees/officials and encourage respect for them
- treat all participants equally, and with dignity and respect and conduct themselves in an ethical way

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