



## Code of Conduct

### **Purpose & Objective**

This Code of Conduct is to uphold the values, behaviour, and spirit that define our team. We paddle not only for competition and exercise, but also for camaraderie, fun, friendship, and to create a supportive and safe team atmosphere. As a united crew, we commit to creating a respectful, inclusive, and motivating environment where every paddler can thrive. This code reflects our shared dedication towards team excellence and professionalism.

### **1. Team Spirit & Respect**

- Foster a positive, inclusive, and supportive environment at all times.
- Treat teammates, coaches, opponents, and officials with *respect and kindness* regardless of experience, background, or ability.
- Refrain from any form of harassment, bullying or discrimination.
- Listen actively and value different perspectives.
- Do not have idle chatter whilst paddling. This distracts yourself and is also disrespectful towards other paddlers who is trying to listen to the helm.
- Uphold professionalism in behaviour and language during team activities.

### **2. Commitment & Responsibility**

- Arrive on time and prepared for practices, races, and team events.
- Communicate promptly if unable to attend.

- Give your best effort in training and strive for personal and team growth.
- Assist with loading, unloading, and maintaining boats and paddles as part of a team effort.
- Treat all club equipment with care and report any damage or issues promptly.

### **3. Health & Wellbeing**

- Prioritize physical and mental health—rest when needed, speak up when injured or overwhelmed.
- Alert the helm or team captain on boat when recovering from an injury or illness.
- Maintain a healthy, competitive mindset and celebrate every step forward.

### **4. Sportsmanship & Integrity**

- Do not bring the club into disrepute.
- Represent the club with integrity and good sportsmanship during practices, races, and other events.
- Compete with *honour and humility*. Win with grace, lose with dignity, and always honour the spirit of fair play.
- Refrain from unsportsmanlike behaviour such as arguing with officials or teammates.
- Do not engage in gossip, bullying, or divisive behaviour.
- Encourage and uplift each other—every voice matters.
- Give and receive feedback constructively. Be respectful and supportive when providing feedback to team members.

### **7. Water Safety & Chain of Command**

- **Safety First, Always** - Follow all safety protocols on water and on boat.
- **Every paddler is responsible** for maintaining a vigilant, safety-conscious mindset on and around the water. Wear proper gear, follow all safety protocols, and never take shortcuts that could compromise the wellbeing of the crew.

- **Respect the Helm (Steerer/Coach):** The helm is responsible for navigation, control of the boat, and ensuring safety during all water activities. Their instructions must be accepted and followed immediately and without debate.
- **Honor the Team Captain:** The captain is your peer leader, acting as a bridge between coaches and paddlers. Their role includes helping uphold team standards, guiding behaviour, and supporting team morale. Respect their leadership and accept their decisions as it is essential to the team's harmony and success.
- **Stay Alert & Prepared:** Conditions can change quickly on the water. Pay attention, remain calm, and support each other in all situations, whether it's a race, practice, or warmup session.
- **Zero-Tolerance for Unsafe Behaviour:** Do not create discord on the boat. Horseplay, ignoring safety calls, or undermining leadership on the boat will not be tolerated. Abstain from alcohol or recreational substances before practices or races. Every action taken on water affects not just the individual, but the entire team.

## 8. Media and Photography

We love capturing photographs and videos for our special moments together but here are some important guidelines to ensure the club and individual members act within the legal parameters.

- Photographs or videos of members may be taken and used for legitimate club purposes such as documenting events and promoting the sport via the club's communication and media platforms/channels.
- Consent must be required before publishing identifiable images of members on any public platform.
- Members have the right to opt out of being photographed, and the club and members must respect and uphold these preferences.
- When individual members post or publish on their private social media platforms, please obtain consent from the other members especially when the images are clearly identifiable.

## **Acknowledgement**

As a member of the club, you agree to uphold this code of conduct and adhere to safety rules and protocols. Failure to comply may result in disciplinary action, including suspension or dismissal from the club.

Any concerns members have should be raised directly with a member of the committee.