



CODE of CONDUCT
Updated
December 2011

PREAMBLE

This Code of Conduct outlines the standard of behavior expected of all members of Surfing South Africa.

It is a formal statement of the values and ethical standards that guides individuals who participate in the sport of surfing in South Africa.

It is a set of principles to which SSA members can be held accountable either when representing South Africa at any sporting event as well as in their every day duties.

This Code of Conduct document should be used in conjunction with the Constitution as a point of reference when dealing with disciplinary procedures involving SSA members.

INTRODUCTION

This Code of Conduct has been drawn up to hold athletes, managers, coaches, officials support staff, judges and administrators accountable for their actions.

VALUES STATEMENT

This Code should be used to identify unacceptable actions & behaviors and to encourage ethical behavior, so that if or when it is contravened, appropriate action can be taken.

The Code is aims to:

- Help to resolve conflict.
- Ensure that ethical behavior is easy to identify.
- Enhance the ethical reputation of sports persons.
- Promote respect for human dignity, human rights and social justice.

The Code should provide a framework for all SSA members to conduct their sporting activities according to the following principles:

- To respect the rights, dignity and worth of every human being.
- To be fair, considerate & honest and show respect for the law.
- To be trustworthy and professional and accept responsibility for their actions.
- To refrain from any racial, gender, verbal, physical or emotional abuse or harassment.
- To make a positive contribution.
- To refrain from destructive criticism.
- To act in the best interest of South African sport.

SUCCESS OF THIS CODE OF CONDUCT

This Code can only be successful if:

- Athletes, managers, coaches, officials, support staff, judges and administrators familiarize themselves with its contents.
- Members of SSA frequently refer to the Code of Conduct for guidance.
- The Code of Conduct is referred to when dealing with the SSA constitution and Rules.

Failure to conform to the Code of Conduct may result in disciplinary action as outlined in Surfing South Africa's constitution.

Before contravening the Code the following questions should be asked:

- Is what I have done or plan to do legal and constitutional?
- What does the Code of Conduct say?
- How would what I have done or plan to do look in tomorrow's newspaper?
- Does what I have done or plan to do comply with SSA's rules and regulations?
- How does what I plan to do or have done make me feel?
- Is what I have done or plan to do go against SSA's or professional standards?
- Will it reflect negatively on SSA or me?
- Who else could this affect?
- Would I be embarrassed if others knew I took this course of action?
- Is there an alternative action that does not pose an ethical conflict?
- What would a reasonable person think?
- Can I sleep at night?

MANAGERS

I pledge to:

- Treat every team member fairly within the context of their activity, regardless of gender, place of origin, color, sex, religion, political belief or economic status.
- Ensure that confidentiality of all team members is maintained.
- Assist team members to manage conflict and stress and use good judgment in tough situations.
- Be generous with praise and give positive input and feedback.
- Encourage a constructive attitude within the team.
- Be reasonable when scheduling meetings.
- Ensure that athletes play fairly and respect the rules, officials and opponents.
- Ensure that all athletes receive equal instruction and support.
- Within the limits of my control, make sure that equipment and facilities are safe and match the athlete's ages and abilities.
- Remember that athletes need a manager they can respect.
- Set a good example.
- Represent SSA's interests during events
- Refrain from public criticism of fellow officials and volunteers especially when addressing the media.
- Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of the athlete's medical and psychological problems.
- Work with the coaching staff in considering an athlete's future health and well being as foremost especially when making decisions regarding an injured athletes ability to continue playing or training.
- Allow the athletes goals to take precedence over personal goals.
- At no time become intimately and/or sexually involved with any athlete.
- Never advocate or condone the use of drugs or other banned performance enhancing substances or methods
- Never provide under age athletes with alcohol, or encourage its use.
- Never drink alcohol while on duty or while acting as chaperone or manager.
- Never use of tobacco products and alcoholic beverages when in the company of junior athletes.
- Refrain from the use of profane, insulting, harassing or otherwise offensive language or behavior at all times.
- In the case of minors, communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.

Name

Signed

Date