



**OUTRIGGER CALOUNDRA CANOE CLUB
CODE OF CONDUCT**

Respect for the ocean and its elements, our canoes and our fellow paddlers

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Why does Outrigger Caloundra Canoe Club have a Code of Conduct?

Outrigger Caloundra Canoe Club (OCCC) aims to preserve the history and spirit of outriggering while providing its members with a safe and enjoyable environment in which they can participate in the sport of outrigger canoeing.

This Code of Conduct is in no way intended to diminish the enjoyment of any member, but to ensure that all members have an equal opportunity to enjoy the sport to the same level.

It outlines the minimum standards that OCCC members must abide by and seeks to ensure that the rules, guidelines, laws and regulations of the Australian Outrigger Canoe Racing Association Inc. (AOCRA), any relevant State or local authority, and any specific regatta race rules are adhered to by OCCC members at all times.

These standards are applicable to members at all times. While OCCC does not expect members to be faultless, the Management Committee is responsible for managing behaviours that are detrimental to the club and to the wellbeing of members. Left unchecked, poor behaviours can pose the following problems for the club:

- members feel harassed by constant nit-picking on the water and withdraw from the club
- steerers lose their confidence on the water due to being undermined by crew members and stop steering
- coaches become less willing to coach due to the lack of respect from members and withdraw
- members become less likely to volunteer for Committee and Captain roles due to feelings of disenchantment
- membership becomes divided thereby creating disharmony and unrest; and so forth.

Any breach of the Code of Conduct may result in an initial verbal warning from the Club Captains or Head Coach. Further breaches may result in a written warning from the Management Committee and/or require the member to work with OCCC Management Committee and Club Captains to resolve issues. Any member who continues to breach the code after two warnings within a two year period will be terminated from the club. The OCCC Constitution outlines the appeal process for membership termination.

Membership at Outrigger Caloundra is a privilege not an entitlement. All members must be willing to check themselves, be accountable for their actions and be willing to stand up for each other when they witness behaviours that are detrimental to the club.

Code of Conduct

All OCCC members are required to:

General

- Uphold the club's core values of respect, transparency, fun, courage and commitment.
- Be aware of, and abide by, the rules, guidelines, laws and regulations of AOCRA, any relevant State or local authority, and any specific regatta rules.
- Refrain from any behaviour that may bring OCCC, AOCRA, a regatta organisational committee, sponsors or outrigger canoeing in general, into disrepute.
- Respect all outrigger canoe paddlers regardless of their age, gender, ability, sexual orientation, cultural background or religion and have proper regard for their dignity, rights and obligations.
- Refrain from promoting personal agendas (be it political, religious or otherwise) in an unsolicited manner on the club's social media platforms and/or in person at club events.
- Respect, support and assist the elected committee and their delegates as they work to provide the greatest benefit to the greatest number of members.
- Refrain from any form of harassment and/or abuse towards all outrigger canoe paddlers, coaches and/or officials.
- Be ethical, fair and honest in your dealings with other OCCC members, coaches, Management Committee and AOCRA / regatta officials.
- Report any concerns or queries regarding another member's conduct directly to OCCC management committee or club captain.
- Raise questions about training, crew selections, club management etc directly with a Club Captain, Coach or Committee member. It is unnecessary, and potentially divisive and inflammatory, to include large audiences with such questions on social media.
- Not engage in any illegal doping practice as outlined by AOCRA Anti-Doping Policy & AOCRA Anti-Doping Regulations. All paddlers, coaches and club officials should acquaint themselves with the relevant documents available on the AOCRA website.

Membership Responsibilities

- Ensure all annual membership forms and subscriptions are submitted and paid by the due date as stipulated by the OCCC Committee. Failure to do so will result in the member voiding their OCCC & AOCRA memberships and insurance. Until rectified, the member cannot train or race in OCCC equipment or make any claims resulting from an accident or injury.
- Assist in club activities, such as open days, corporate days, fundraising activities, beginner programs and the hosting of regattas. Penalties may apply to members who consistently train, race and use club equipment yet fail to help with a fair share of club activities.
- Ensure race fees are paid within 7 days of racing.
- Respect and abide by the decisions of the OCCC Committee and AOCRA officials and in the event of disagreement or dispute. All matters should be raised in an appropriate manner/forum.
- Take responsibility, as far as possible, for their own personal safety including following safety advice from coaches and officials.

- Participate in flip drills, swim test and treading water test yearly and other relevant safety briefings. Members must also be able to get in and out of a canoe unassisted or with minimal assistance from fellow paddlers. In the event that a member fails either the annual swim or tread water test, that member must wear an approved Personal Floatation Device (PFD – Type 1, 2 or 3) at all times whilst training or competing in any form of outrigger canoe as outlined by AOCRA. Failure to comply may void the AOCRA member's personal insurance coverage and negate any claims arising from an incident related to the non-wearing of a PFD.

Training and Racing

- Respect the decisions of the coaching team in relation to race craft, training sessions, crew selection and other organisational decisions required by coaches. Rallying as a group to challenge final decisions made by the head coach is unacceptable. It is also unacceptable to publicly challenge a coach on or off the water (unless motivated by grave safety concerns).
- Make every effort possible to develop their own paddling abilities, in terms of technique, teamwork, stamina, skill and understanding of the art of outrigger canoe paddling.
- Make every effort to understand the dynamic of the ocean and to learn and respect the traditions of outrigger canoe paddling.
- Follow the instructions of OCCC coaches, provided those instructions do not contradict the spirit of this code.
- Strive for the best possible performance at every training session and regatta and make reasonable efforts to increase fitness training outside paddling training.
- Support and encourage all OCCC members at all training sessions and regattas while being mindful not to coach or provide guidance to members unless you have been asked to do so by a coach.
- Refrain from the promotion of disharmony, dissension or their own personal agenda amongst the crews or club as a whole.
- Report any concerns or queries in relation to training to OCCC coaches, management committee or Club Captain.

Equipment

- Respect OCCC, AOCRA and club members privately owned equipment and assist when required in the maintenance of equipment to ensure it is always kept in good working order for the enjoyment of all members.
- All paddlers must arrive at the stipulated time to assist in the preparation of OCCC equipment for training sessions, transportation to & from regattas, and for racing at regattas. This is your first priority when you arrive at training or a regatta and your first priority when you are off the water. For example, filling up water bottles, applying sunscreen and fitting gloves is done in your own time once the equipment and preparations have been taken care of.
- Purchase your own paddle as soon as possible. Club paddles may only be used for up to 1 year for new paddlers.
- Do not use, borrow, loan or take possession of any equipment owned by or under control of OCCC without first obtaining permission to do so from the OCCC management committee.
- Report any damage of OCCC equipment to the committee for the appropriate repairs and/or maintenance to be approved.

Coaching

In addition to the above, OCCC coaches are required to:

- Obtain and maintain the appropriate qualifications required as an OCCC coach and keep up-to-date with the latest coaching techniques to promote growth and the success of OCCC.
- Respect all paddlers at all levels of development while utilising a positive coaching style that promotes teamwork and the values OCCC and AOCRA.
- Ensure a safe training & racing environment for all members, taking note of each member's skill level when crossing "The Bar" and heading towards shipping markers.
- Ensure covers are put on canoes when crossing "The Bar" at the steerer's discretion.
- Ensure all paddlers have completed safety tests prior to crossing "The Bar" and ensure all paddlers are confident swimmers in the open ocean if training outside the Pumicestone Passage. The Coaches may ask paddlers to complete additional swim tests in the open ocean to assess the level of risk their swimming ability poses to other paddlers.
- Encourage members to abide by the minimum standards of the OCCC Code of Conduct while training and racing, providing education and guidance when required.
- Provide an environment that encourages open communication with paddlers as well as help to resolve/mediate conflict between paddlers that may affect the success of OCCC and its training program.
- Be open, honest and approachable about crew selection for regattas.
- Ensure crew selection for regattas is done so in accordance with the OCCC Crew Selection Guidelines.

Committee Members

In addition to the above, the OCCC Committee members are required to:

- Be aware of the rights and responsibilities associated with running an incorporated association.
- Ensure the club's constitution is upheld.
- Make financial and strategic decisions in accordance with the club's mission, vision and core values.
- Ensure that all OCCC members are provided a safe and enjoyable club environment whilst members are on the club beach area, training & racing in OCCC equipment and at regattas.
- Ensure that the appropriate AOCRA, memberships and insurances are maintained for OCCC members, the Management Committee and equipment.
- Support OCCC coaches to both maintain and improve their skills and competencies to promote the success of OCCC.
- Ensure that appropriate procedures, applications, permits, licences, insurances, etc. are obtained when hosting a regatta, open or corporate day.
- Ensure that all members receive the code of conduct and is available on the website for members to refer to.
- Provide a fair, impartial, justifiable and consistent forum when dealing with matters that may arise. These matters may result in the cancellation of membership as deemed appropriate by the Committee in accordance with the OCCC Constitution.
- Communicate to club members via newsletters, e-mails, verbal announcements and reminders at training following approval from the management committee.