



CODE OF ETHICS

1. PREAMBLE

In support of Swimming South Africa (SSA), it is the aim of Mpumalanga Province Swimming (MPS) to promote the highest possible values within the sport of Aquatics.

2. SCOPE OF APPLICABILITY

The Code of Ethics shall apply to:

- 2.1 All MPS members,
- 2.2 SSA members and other persons competing in or attending any event organized or managed by MPS, and
- 2.3 Employees, consultants, contractually connected persons and/or firms representing or serving MPS.

3. DEFINITIONS

Words used in this Code of Ethics shall have the same meaning as set out in the MPS Constitution, unless specified otherwise.

4. ETHICAL PRINCIPLES IN AQUATICS

4.1 Equality

No discrimination shall be tolerated, whether it is on the basis of gender, race, religion, political opinion or any other reason.

4.2 Dignity

All forms of harassment be they physical, psychological, professional or sexual are strictly prohibited.

4.3 Fair Play

Fair Play is the basic guiding principle in the sport of Aquatics;

- 4.3.1 Betting on Aquatics and corrupt practices relating to the sport of Aquatics by any person subject to this Code, including improperly influencing the outcomes and results of an event or competition, are prohibited. Any person being subject to this Code is forbidden from having stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts such activities or transactions.
- 4.3.2 Any person subject to this Code shall exercise due care and diligence in fulfilling their roles for or on behalf of MPS and shall not disclose information received if such disclosure is made maliciously in order to damage the interest of MPS or SSA.



MPUMALANGA

Province Swimming / Provinsie Swem
Non-Profit Organization No. 031-811-NPO



- 4.3.3. No MPS staff or Executive member shall make adverse comments on a policy adopted by MPS or SSA Executive Committee once the decision has been made.

4.4 Integrity

No Officer or Officials of MPS shall:

- 4.4.1 Directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their participation in Aquatics or their function as an Officer or Official.
- 4.4.2 Solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercising of their duties, or as an inducement for performing an act associated with their duties or responsibilities except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:
- a) are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
 - b) would not bring suspicion on the Officer's or Official's objectivity and impartiality; and
 - c) would not compromise the integrity of MPS and/or SSA.
- 4.4.3 Be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interests of MPS and/or SSA.
- 4.4.4 If it is unclear, whether this kind of a connection exists in any given situation, the matter shall be submitted to the MPS Executive or appropriate higher authority (the highest of which is the SSA Ethics Panel) for a decision.

4.5 Neutrality

Officers and/or Officials shall remain politically neutral, in accordance with the principles and objectives of MPS and SSA, the confederations, associations, leagues and clubs, and generally act with integrity and in a manner compatible with their function.

4.6 Conflict of Interest

- 4.6.1 In discharging their duties to MPS and/or SSA, all Officers and Officials shall act for the benefit of MPS and/or SSA when making decisions that affect, or may affect MPS, or SSA and to do so without reference to their own personal interest, either within MPS, SSA or otherwise.



MPUMALANGA

Province Swimming / Provinsie Swem
Non-Profit Organization No. 031-811-NPO



- 4.6.2 When performing an activity for MPS or SSA or before being elected or appointed, the candidate, Officer or Official shall disclose to the relevant authority (the highest of which is the SSA Ethics Panel), any personal interests that could be linked with their prospective MPS or SSA activities. That appropriate authority may draw the attention of the candidate, Officer or Official to any potential conflict(s) of interest that it identifies.
- 4.6.3 Officers or Officials, when dispatching their duties, shall avoid any situation that could lead to conflict of interest. Potential conflicts of interest arise:
- a) If Officers or Officials have, or appear to have, private or personal interests that detracts from their ability to perform their duties with integrity in an independent manner. Private or personal interests include gaining any possible advantage for their persons bound by this Code themselves, their family and direct relatives;
 - b) If the opinion or decision of an Officer or Official, acting alone or within an organization, is influenced by, or may be reasonably considered as liable to be influenced by relationships that such Officer or Official has, has had or is on the point of having, with another person or organization that would be affected by the person's opinion or decision;
 - c) If an Officer or Official is also involved in the executive day to day running of Continental/National federations of Aquatic sports. In the following, non-exhaustive list of examples, the circumstances in which a conflict of interest could arise are personal and/or material involvement (salary, shareholding, various benefits) with:
 - i. Suppliers of the party concerned;
 - ii. Sponsors, broadcasters, various contracting parties;
 - iii. Organizations liable to benefit from the assistance of the party concerned (including subsidy, approval or election).
- 4.6.4 Officers and Officials shall not perform their duties in matters with an existing or potential conflict of interest. Should a conflict of interest, or the appearance of a conflict of interest arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter. If it is unclear whether such a conflict of interest exists in any given situation, the matter may be submitted to the MPS Executive or relevant higher authority (the highest of which is the SSA Ethics Panel).
- 4.6.5 If an objection is made concerning an existing or potential conflict of interest of an Officer or Official, it shall be reported immediately to the MPS Executive or relevant higher authority for appropriate measures to be taken.
- 4.6.6 If an Officer or Official neglects to declare a situation of a personal conflict of interest, the MPS Executive member(s) may refer the matter to the relevant higher authority (the highest of which is the SSA Ethics Panel).



MPUMALANGA

Province Swimming / Provinsie Swem
Non-Profit Organization No. 031-811-NPO



4.7 Resources

Any contribution made by sponsors, partners and other supporters of sports events must be consistent with the principles set out in this Code of Ethics. By virtue of their position, they must not be allowed to interfere with the running of the sport of Aquatics.

4.8 Confidentiality

Officers and Officials shall not disclose information entrusted to them in confidence by MPS or SSA. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.

5. DUTY OF REPORTING AND CO-OPERATION

- 5.1 Persons bound by this Code shall immediately report any potential violation of this Code to the relevant authority.
- 5.2 At the request of the relevant authority, persons bound by this Code are obliged to contribute to clarifying the facts of the matter or clarifying possible violations.