



BOTSWANA SWIMMING SPORT ASSOCIATION

CODE OF ETHICS

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1.1 PREAMBLE

1.1.1 It is the aim of the Botswana Swimming Sport Association (BSSA) to promote the highest possible values within the Sport of Aquatics (the Sport).

1.2 SCOPE OF APPLICABILITY

1.2.1 This Code shall apply to all Members of the BSSA.

1.2.2 It shall also apply to consultants and contractually connected persons/firms representing or serving BSSA.

1.3 DEFINITIONS

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

1.4 ETHICAL PRINCIPLES IN AQUATICS

1.4.1 Equality

1.4.1.1 No discrimination on the basis of gender, race, religion, or political opinion shall be tolerated.

1.4.2 Dignity

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

1.4.3 Fair Play

1.4.3.1 Fair play is the basic guiding principle in the Sport.

1.4.3.2 Betting on Aquatics and other corrupt practices relating to the sport of Aquatics by any person being 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.

1.4.3.3 Any person being subject to this Code shall exercise due care and diligence in fulfilling their roles for, or on behalf of BSSA and not disclose information received if such disclosure is made maliciously in order to damage the interests of the BSSA.

1.4.3.4 No BSSA Executive Committee Member, Athlete or Staff of BSSA shall make adverse comments on a policy adopted by the BSSA Executive Committee once the decision has been taken.

1.4.4 Integrity

- 1.4.4.1 No Athlete or official shall, directly or indirectly, solicit, accept or offer any concealed remuneration, commission, benefit or service of any nature connected with their participation in the Sport or with their function as an Athlete.
- 1.4.4.2 No Athlete or official shall solicit or accept benefits, entertainment or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities except gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality or other benefits:
- i) Act within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality;
 - ii) Would not bring suspicion on the Official's objectivity and impartiality; and;
 - iii) Would not compromise the integrity of BSSA.
- 1.4.4.3 No Athlete or official may be involved with any company, association, firm or person whose activity is inconsistent with the objectives or interests of BSSA.

1.4.5 Neutrality

- 1.4.5.1 Officials shall remain politically neutral, in accordance with the principles and objectives of the BSSA, and generally act in a manner compatible with their function and integrity.

1.4.6 Conflicts Of Interest

- 1.4.6.1 In discharging their duties to the BSSA, all Officials shall act for the benefit of BSSA when making decisions that affect, or may affect, the BSSA and to do so without reference to their own personal interests, either financial or otherwise.
- 1.4.6.2 Officials shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise if:
- a) Officials have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner.
 - b) Officials have private or personal interests include gaining any possible advantage for the persons bound by this Code themselves, their family, relatives, friends and acquaintances;

- c) If the opinion or decision of an Official, acting alone or within an organisation, is influenced by, or may be reasonably considered as liable to be influenced by relations that such Official has, has had or is on the point of having, with another person or organisation that would be affected by the person's opinion or decision;
- d) If an Official is also involved in the day to day running of Clubs, Affiliates, National, Continental and International Federations of Aquatic sports.

1.4.6.3 In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are personal and/or material involvement (salary, shareholding, various benefits) with:

- a) Suppliers of the party concerned;
- b) Sponsors, broadcasters, various contracting parties;
- c) Organisations liable to benefit from the assistance of the party concerned (including subsidy, approval clause or election).

1.4.6.4 Officials shall not perform their duties in matters with an existing or potential conflict of interest.

1.4.6.5 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 Athlete concerned must refrain from taking any further part in the handling of the matter.

1.4.7 Resources

1.4.7.1 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.

1.4.7.2 By virtue of their position, sponsors, partners and other supporters of sports events must not be allowed to interfere with the running of the sport of Aquatics.

1.4.8 Confidentiality

1.4.8.1 Officials shall not improperly disclose information entrusted to them in confidence by the BSSA.

1.4.8.2 The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.