



**AUSTRALIAN
WATER POLO
INCORPORATED**

BY-LAWS

Summary of Amendments

This summary reflects the most recent amendments to the By-Laws in accordance with the following AWPI Minutes

MEETING	MINUTES ITEM NUMBER	RULES AND REGULATIONS AMENDED
Board Meeting 2 August 2004		Updated By-Laws adopted
Board Meeting 10 October 2004	4.5	By-Law 7.1 AWPI Code of Conduct added Existing 7.1 to 7.6 renumbered as 7.2 to 7.7
23rd Annual Conference 5 December 2004	7.5	By-Law 7.1 AWPI Code of Conduct added Existing 7.1 to 7.6 renumbered as 7.2 to 7.7
27 th Annual Conference 30 November 2008	7.2	Amongst others, delete Secretary General's responsibilities; details of conferences; amend competition structure; add referees and coaches commissions; et al
2010 Half Yearly Conference		Draft of 3.1 - Registration of Athletes

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1. DEFINITIONS

- 1.1 Any expression in these By-Laws shall have the same meaning as defined in the Constitution.
- 1.2 In addition
- 1.2.1 "Eligible" means to comply with the rules and regulations in accordance with these By-Laws.
- 1.2.2 "Residence" means the place of abode where a person spends the majority of their time when in their normal working or studying habit.
- 1.2.3 "AIS" means Australian Institute of Sport.
- 1.2.4 "AIS Water Polo Management Committee" as defined in the AIS-AWPI agreement.
- 1.2.5 "Home State" means the state or territory in which the athlete was resident at the time of the award of an AIS Scholarship.
- 1.2.6 "Home Club" means the club with which the athlete was registered at the time of the award of an AIS Scholarship.
- 1.2.7 "Scholarship Holder" means an athlete who has been awarded either a full time or an associate scholarship to attend the AIS as a water polo athlete.
- 1.2.8 "Foreign Player" means a person not having Australian "permanent resident status".
- 1.2.9 "Board" means the Board of Directors of Australian Water Polo Incorporated.
- 1.2.10 "NWPL" means the National Water Polo League conducted under the auspices of Australian Water Polo Inc by the National Water Polo League Commission.

2. CONFERENCES

2.1 Conferences

The Board will sponsor at least two conferences per year. The Board will determine the subject and content of these conferences from time to time and the conferences will be designed to enhance the development of water polo generally. One of these conferences will coincide with the Annual General Meeting.

Decisions taken at these conferences will not be binding upon the Association unless subsequently ratified at a General Meeting by a Majority.

3. CONTROL OF PLAYERS AND TEAMS

3.1 Registration of Athletes

Athletes in the first instance must register with the Member Association in the state or territory within which they reside.

3.2. Residential Qualification - Australian Championships

- 3.2.1 An athlete may, upon the presentation of a clearance from the Member Body of which he is a member indicating that there are no outstanding dues, join another Member Body to enjoy all of the membership benefits, excluding automatic right to compete in the Australian Championships as a member representative until a period of six (6) weeks of residence have elapsed after the date of the acceptance of the completed clearance by the Executive Officer of AWPI. Foreign players are required to reside in a member state for at least eight (8) weeks prior to the Australian Championships to be eligible to compete for that Member Body. Each Member Body team shall be allowed no more than two (2) foreign players. In the case of the NWPL, the conditions as stated in the NWPL Operations Manual shall apply.

3.3 Athlete Draft - Australian Championships

- 3.3.1 Member Bodies may make formal representation to Executive Officer of AWPI to include a maximum of three (3) seconded players from other Member Bodies in their Australian Championships teams at least 30 days prior.
- 3.3.2 Twenty one (21) days prior to the start of the Australian Championships, Member Bodies must advise of names of players not required for inclusion in their team.
- 3.3.3 Players named by Member Bodies 3.2.2 above will be placed in a pool from which Member Bodies may 'Draft' athletes.
- 3.3.3.1 The 'Draft' will be carried out by preference given to that Member Body which finishes with the lowest rank at the previous Australian Championships;
- 3.3.3.2 The second preference to the next lowest ranking state etc;
- 3.3.3.3 In the event of a Member Body not having taken part in the previous Australian Championship, that Member will be deemed to have the third lowest ranking;
- 3.3.3.4 The athlete's Member Body must retain the first right of refusal for the athlete's services;
- 3.3.3.5 Within the said 30 day period prior to commencement of the Championships, Members may make application to the Board of AWPI for the release of drafted players to return to their home Member Body. The Board should deal with the request with absolute discretion;
- 3.3.3.6 Prior to inclusion in the draft pool, the player must give written authorisation for inclusion in the draft. Once such authorisation is given, the player is bound to play with the Member Body to whom he/she is drafted;
- 3.3.3.7 Financial arrangements will be a matter of private negotiation between the drafted player and drafting Member Body.

4. CONDUCT OF AUSTRALIAN CHAMPIONSHIPS AND COMPETITIONS

4.1 Championships and Competitions to be conducted:

- 4.1.1 The AWPI shall conduct annually the following Championships and Competitions between teams representing the Members of AWPI:

- 4.1.1.1 Australian Championship for Junior Men 20 Years and Under
- 4.1.1.2 Australian Championship for Junior Women 20 Years and Under
- 4.1.1.3 Australian Championship for Boys 18 Years and Under
- 4.1.1.4 Australian Championship for Girls 18 Years and Under
- 4.1.2 The AWPI may conduct the following Championships between teams representing Clubs affiliated to Members:
 - National Water Polo League
 - Australian Club Championship for Boys 16 Years and Under
 - Australian Club Championship for Girls 16 Years and Under
 - Australian Club Championship for Boys 14 Years and Under
 - Australian Club Championship for Girls 14 Years and Under
 - Australian Club Championship for Boys 12 Years and Under
 - Australian Club Championship for Girls 12 Years and Under
- 4.1.3 The AWPI may conduct such other Championships and Competitions as seen fit.
- 4.1.4 The AWPI may cancel or postpone any Championship or Competitions in a particular year if so decided by General Meeting or if the Board, after consultation with the host to the Championship, determines that the entries received are insufficient or that circumstances prevent the conduct of the Championship or Competition.
- 4.1.5 The AWPI shall at Annual General Meeting allocate the Championships and Competitions specified in 4.1.1 to a Member Body or Member Bodies, and the Championships specified in 4.1.2 to a Member Body, or association or club affiliated with a Member Body.
- 4.1.6 The Executive Officer shall in conjunction with the host Member Body (or body affiliated to a Member Body) and with the approval of the Board make all necessary arrangements for the conduct of all relevant Championship(s) or Competition(s), and shall submit all details of the arrangements to the Board and to the host at least three (3) months prior to the commencement of the Championship(s) or Competition(s).
- 4.1.7 In accordance with Water Polo Rule 1, the host for the Championship(s) or Competition(s) shall be responsible for the conduct of the tournament in compliance with Field of Play - Rules 1.1-1.9 and Goals - Rules 2.1-2.3 of the Rules of the Game.

4.2 Entry, Withdrawal and Failure to Fulfil Engagements

- 4.2.1 Each Member Body shall be entitled to enter teams in each Championship or Competition specified in By-Law 4.1.1 except

4.2.1.1 For Australian Championships for Boys and Girls 18 Years and Under, Members may enter a second team based on the guidelines that the second team is not a development team.

4.2.1.2 For Australian Championships for Junior Men and Junior Women 20 Years and Under, Members may enter a second team based on the guidelines that the second team is not a development team. Should a National 16 & Under Squad be in existence and wish to participate in these championships, a team from this squad may enter, however, the team will not participate in the Semi-Finals and Medal Games.

and each team shall comprise not more than thirteen (13) players

4.2.2 In each Championship specified in By-Law 4.1.2,

4.2.2.1 For Australian Club Championships for Boys and Girls 12, 14 and 16 Years and Under as many teams as wish to enter shall be accepted subject to the limitations imposed by the organising committee.

4.2.2.2 For Australian Championships for Boys and Girls 12, 14 and 16 Years and Under each team may comprise not more than fifteen (15) players of whom not more than thirteen (13) shall play in any match.

4.2.2.3 For National Water Polo League, see the NWPL Operations Manual (Refer Clause 5 of these By-Laws).

4.2.3 The closing date for entries shall be six (6) weeks prior to the commencement of the relevant Championship or Competition with entries, accompanied by entry fee, to be sent to the Executive Officer. The names of members of competing teams must be with the Executive Officer two (2) weeks prior to the event.

4.2.4 The Team Entry fee for each Championship and Competition shall be determined by Annual General Meeting. Entry fees will be paid to the Executive Officer.

4.2.5 Any team which scratches, or fails to fulfil its engagements after entry, shall forfeit the entry fee paid, unless such scratching or failure, is notified to the Executive Officer not later than fourteen (14) days after the Executive Officer has despatched to Member Bodies the notification of the dates of the respective Championship.

4.3 Championship and Competition Procedure

4.3.1 A win in a match in the rounds of any Championship or Competition shall count three (3) points, a draw two (2) points, a loss one (1) point and forfeit/disqualification zero (0). In the event of a forfeit/disqualification, the goal margin will be 5 – 0 against the team forfeiting/disqualified unless a game is played and the margin is greater.

4.3.2 Should the scores in a match in the rounds of any Championship or Competition be equal at full time, then that match shall be a draw. Should the scores in any play-off, semi-final, final or Grand Final be equal at full time, the match will be played to a definite result in accordance with FINA WP 11.3.

4.4 Eligibility for Teams

- 4.4.1 A player shall be eligible to represent in a State Association team if that player meets the conditions set down under By-Law 3.
- 4.4.2 A player shall be eligible to represent a club team, in the Australian Club Championships, provided that the player is a bona fide registered member of the Club and shall be eligible to represent that Club in the Finals of the major competition conducted by the State Association to which the Club is affiliated and in which competition the Club competes.
- 4.4.3 The Registrar (or comparable officer) of each member shall certify in writing the eligibility of all players in teams representing that Member Body, and in teams from clubs affiliated with that Member Body.

4.5 Appointment of Officials

- 4.5.1 All goal judges, secretaries and timekeepers shall be appointed by the Organising Committee.
- 4.5.2 Eligible referees shall indicate their availability to officiate at a Championship or Competition by advice to the Secretary of the Australian Water Polo Referees' Commission by inclusion of their name on the Team entry form of the team with which the referee is associated.
- 4.5.3 Each Member will cover the expenses associated with the travel and accommodation of its own referees. AWPI will cover the expenses incurred by the Referee's Co-ordinator.

5. NATIONAL WATER POLO LEAGUE

- 5.1 **For the purposes of these By-Laws**, the Operations Manual of the National Water Polo League shall be deemed to be part of these By-Laws.

6. SELECTION OF TEAMS

- 6.1 National Coaches shall be sole selectors of national teams.
- 6.2 Where there are players in contention for selection in a national team who are related or have a relationship with the National Coach ("the related player") then that National Coach ("the related selector") shall not take part in any discussions on the merit or otherwise of that player being included in the national team. In the event that there is doubt as to whether a player or coach is a related player or related selector then the Board will be the sole arbiter of this fact.
- 6.3 In the event that the National Coach is a related selector the assistant coach and another person appointed by the Board will be required to determine whether the related player is selected in the national team.
- 6.4 The assistant coach of the respective national team and the respective national coach can be ex-officio members of each selection panel without vote except as specified in this By-Law 6.
- 6.5 All selection of teams shall be conducted in accordance with the directions given by the Board without limiting the generality of this provision. Such selections will be conducted privately, in a discreet manner and well ahead of team departure to enable players to

physically prepare themselves properly and to enable them to obtain leave of absence from employment, educational institutions and the like.

- 6.6 In the event that a selected player is in the opinion of the relevant National Coach not in a proper physical condition, that National Coach may, with the prior approval of the Board and subject to the provisions of By-Laws 6.2 and 6.3, exclude that player from the relevant national team and replace that player with another player.
- 6.7 The Board of the Association must consider the selection of the national team before that team is published.

7. CODE OF CONDUCT

7.1 Australian Water Polo Inc.'s Code of Conduct

AWPI recognises that the success of our organisation and sport and the maintenance of the organisation's integrity requires that its Directors and employees pursue the highest standards of ethical conduct at all times.

AWPI will act in accordance with the following principles:

7.1.1 Fair Dealing

AWPI will deal fairly with our employees, colleagues, members, players, officials, referees, coaches, suppliers, competitors and stakeholders.

7.1.2 Avoid Conflicts Of Interest

AWPI acknowledges that there may be times when our personal or other interests conflict with those of the organisation. In these circumstances, AWPI will take action to remove or manage the conflict, so as to avoid detriment to AWPI or any perception of conflict of interest. Directors shall declare their interest and abstain from debate and voting on matters in which they have a declared interest.

7.1.3 Personal Transactions

AWPI Directors or employees will not use the name of AWPI (or any of its members) for personal gain.

AWPI will not use any information gained from our dealings with AWPI for personal gain, nor allow any such information to be used for the personal gain of others. Any equipment, services or facilities made available to Directors or employees by AWPI will be used only for properly authorised purposes.

7.1.4 Maintain Confidentiality

AWPI will take care to ensure that confidential information about our employees, colleagues, members, players, officials, referees, coaches, suppliers, competitors and stakeholders is properly protected and not disclosed, except for proper purposes or where required by law.

7.1.5 Compliance With The Law And Company Policies

AWPI will abide by the law and relevant policies at all times.

7.1.6 Reporting Of Breaches Encouraged

Any breaches of the law or unethical behaviour which becomes known to employees must be reported to the relevant manager. Breaches of the law which become known to a Director must be reported to the Chairperson or the Board as a whole. Any breaches so reported will be properly investigated and appropriate action taken. Persons who report suspected breaches in good faith shall be protected from victimisation.

7.2 Player's Code of Behaviour

- 7.2.1 Play by the rules.
- 7.2.2 Never argue with an official. If you disagree, have your captain, coach or manager approach the official after the competition.
- 7.2.3 Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- 7.2.4 Work equally hard for yourself and/or your team. Your team's performance will benefit so will you.
- 7.2.5 Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
- 7.2.6 Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- 7.2.7 Cooperate with your coach, team mates and opponents. Without them there would be no competition.
- 7.2.8 Participate for your own enjoyment and benefit, not just to please parents and coaches.
- 7.2.9 Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

7.3 Administrator's Code of Behaviour

Includes Committee member, employee, contractor, and appointed officers of Australia Water Polo Inc, Member Associations and Affiliated Clubs:

- 7.3.1 Involve young people in planning, leadership, evaluation and decision making related to the activity.
- 7.3.2 Give all young people equal opportunities to participate.
- 7.3.3 Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc.
- 7.3.4 Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- 7.3.5 Provide quality supervision and instruction for junior players.
- 7.3.6 Remember that young people participate for their enjoyment and benefit. Do not over emphasise awards.
- 7.3.7 Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- 7.3.8 Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.

- 7.3.9 Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- 7.3.10 Remember, you set an example. Your behaviour and comments should be positive and supportive.
- 7.3.11 Support implementation of the National Junior Sport Policy.
- 7.3.12 Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- 7.3.13 Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

7.4 Spectator's Code of Behaviour

- 7.4.1 Remember that young people participate in sport for their enjoyment and benefit, not yours.
- 7.4.2 Applaud good performance and efforts from all individuals and teams.
- 7.4.3 Congratulate all participants on their performance regardless of the game's outcome.
- 7.4.4 Respect the decisions of officials and teach young people to do the same.
- 7.4.5 Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
- 7.4.6 Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- 7.4.7 Show respect for your team's opponents. Without them there would be no game.
- 7.4.8 Encourage players to follow the rules and the officials' decisions.
- 7.4.9 Do not use foul language, sledge or harass players, coaches or officials.
- 7.4.10 Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

7.5 Coach's and Team Officials Code of Behaviour

- 7.5.1 Respect the rights, dignity and worth of every human being. Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion.
- 7.5.2 Ensure the athlete's time spent with you is a positive one. All athletes are deserving of equal attention and opportunities.
- 7.5.3 Treat each athlete as an individual. Respect the talent, development stage and goals of each individual athlete, help each athlete reach their full potential.
- 7.5.4 Be fair, considerate and honest with athletes. Be professional and accept responsibility for your actions. Language, manner, punctuality, preparation and

presentation should display high standards. Display control, respect, dignity and professionalism to all involved in the sport - this includes opponents, coach's officials, administrators, the media, parents and spectators. Encourage your athletes to demonstrate the same qualities.

- 7.5.5 Make a commitment to providing a quality service to your athletes. Maintain or improve your current NCAS accreditation. Seek continual improvement through performance appraisal and ongoing coach education. Provide a training program which is planned and sequential. Maintain appropriate records.
- 7.5.6 Operate within the rules of your sport. The guidelines of National and International bodies governing your sport should be followed. Please contact AWPI for a rule book and any relevant policies. Coaches should educate their athletes on drugs in sport issues in consultation with ASDA.
- 7.5.7 Provide a Drug Free Environment - Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulates, or doping practices in respect of any athlete under my coaching and direction and abide by the Anti-Doping Policy of Australia Water Polo Inc or Anti Doping Policy adopted by Australia Water Polo Inc. Coaches should educate their athletes on drugs in sport issues in consultation with ASDA
- 7.5.8 Any physical contact with athletes should be:
- * appropriate to the situation.
 - * necessary for the athletes skill development.
- Refrain from any form of personal abuse towards your athletes. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care.
- 7.5.9 Refrain from any form of harassment. This includes sexual harassment, racial vilification and harassment on the grounds of disability. You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
- 7.5.10 Provide a safe environment for training and competition. Ensure equipment and facilities meet safety standards. Equipment, rules, training and the environment need to be appropriate for the age of the athletes.
- 7.5.11 Show concern and caution towards sick and injured athletes. Provide a modified training program where appropriate. Encourage athletes to seek medical advice when required. Maintain the same interest and support towards sick and injured athletes.
- 7.5.12 Be a positive role model for your sport and athletes.
Refrain from inappropriate behaviour towards officials and parents.
- 7.5.13 Refrain from inappropriate behaviour towards officials and parents.
*Refer "Harassment- Free Sport guidelines" available from the Australian Sports Commission.

7.6 Official's Code of Behaviour

Includes: Referees, table officials, and appointed officers of Australia Water Polo Inc, Member Associations and Affiliated Clubs:

- 7.6.1 Respect the rights, dignity and worth of every human being regardless of age, gender, ethnic origin, religion or ability.
- 7.6.2 Be professional in your appearance and manner and accept responsibility for all actions taken. Display high standards in language, manner, punctuality, preparation and presentation. Display control, respect dignity and professionalism to all involved with water polo (including athletes, coaches, officials, administrator parents and spectators) and encourage other referees/officials to demonstrate these qualities. Be courteous, respectable and open to discussion and interaction.
- 7.6.3 Make a commitment to providing quality service to officiating your state and AWPI by seeking continual improvement of your officiating knowledge and skill through study, performance appraisal and regular updating of competencies. Maintain and improve your Australian or SSO Panel Rating.
- 7.6.4 Operate within the rules and spirit of water polo. Abide by and respect the regulations governing water polo and sport generally and the organizations and individuals administering those regulations.
- 7.6.5 Refrain from any form of personal abuse towards athletes, officials, parents and coaches. This includes verbal and physical abuse.
- 7.6.6 Refrain from any form of sexual harassment. This includes explicit, implicit, verbal and non-verbal sexual harassment.
- 7.6.7 Provide a Drug Free Environment – Do not advocate, prescribe, recommend, support, administer or participate in the use of drugs, stimulates, or doping practices in respect of any athlete under my officiating and direction and abide by the Anti-Doping Policy of Australia Water Polo Inc or Anti Doping Policy adopted by Australia Water Polo Inc. Officials should educate their athletes on drugs in sport issues in consultation with ASDA
- 7.6.8 Place the safety and welfare of the participants above all else. Ensure that equipment and facilities meet rule requirements and safety standards.
- 7.6.9 Be impartial. Be a positive role model for refereeing and officiating. Show concern and caution towards sick & injured athletes. Encourage inclusivity and access to all areas of officiating. Be a positive role model for refereeing.

7.7 Parent/Guardian's Code of Behaviour

As a parent/guardian of a player/participant in any activity held by or under the auspices of AWPI, a Member Association or an Affiliated Club, you must meet the following requirements in regard to your conduct during any such activity or event:

- 7.7.1 Remember that your child participates in sport for their own enjoyment, not yours.
- 7.7.2 Focus on your child's efforts and performance rather than winning or losing.
- 7.7.3 Never ridicule or yell at your child and other children for making a mistake or losing a competition.

- 7.7.4 Show appreciation for good performance and skilful plays by all players (including opposing players).
- 7.7.5 Respect officials' decisions and teach children to do likewise.
- 7.7.6 Do not physically or verbally abuse anyone associated with the sport (player, coach, umpire etc).
- 7.7.7 Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

8. REFEREES COMMISSION

- 8.1** There shall be a committee titled the Referees Commission consisting of the following persons:
 - 8.1.1** Three (3) Commissioners elected by AWPI senior referees;
 - 8.1.2** Two (2) Commissioners appointed by Australian Water Polo Board of Directors;
 - 8.1.3** The Commissioners shall hold office for four (4) years but are eligible for re-election and re-appointment. In the inaugural term of office for the elected Commissioners, the lowest ranked Commissioner will serve two (2) years.
- 8.2** To be eligible for election to the Referees Commission a person must be at least eighteen (18) years of age.
- 8.3** Senior referees invited to vote for Commissioners under clause 8.1.1 shall be those referees detailed as follows
 - 8.3.1** Current and former Australian FINA referees.
 - 8.3.2** Referees who officiated in either of the previous two (2) National Water Polo League competitions.
 - 8.3.3** Referees who officiated in either of the previous two (2) National Championships for Junior Men and Junior Women 20 Years and Under.
- 8.4** In the event of any vacancy occurring on the Referees Commission through death, removal or resignation, the following procedures will apply:
 - 8.4.1** The person eligible for appointment under clause 8.1.1 shall be nominated by the senior referees and automatically appointed for the balance of the term of the member he or she replaces.
 - 8.4.2** The person eligible for appointment under clause 8.1.2 shall be appointed by the Australian Water Polo Board of Directors and automatically appointed for the balance of the term of the member he or she replaces.
 - 8.4.3** If there are no eligible candidates to fill the vacancy, then the remaining members of the Referees Commission will appoint a person to fill the vacancy.

- 8.5** The Referees Commission shall at its first meeting each year elect a Chair from those Commissioners elected according to 8.1.1.
- 8.6** The operation of the Referees Commission shall be agreed by its members from time to time and published through its Charter.
- 8.7** A Commission nominee shall act as Secretary for meetings.
- 8.8** The functions of the Referees Commission shall be to:
 - 8.8.1** advise the Board and receive advice from the Board of AWPI on matters which impact directly on referees;
 - 8.8.2** nominate representatives from among their members to represent Referees Commission on AWPI committees as requested from time to time;
 - 8.8.3** provide leadership and direction on matters that directly relate to refereeing, namely, but not limited to;
 - 8.8.3.1** education of referees;
 - 8.8.3.2** recommend referees to AWPI for the FINA Water Polo Referees list;
 - 8.8.3.3** appointment of referees to National Water Polo League;
 - 8.8.3.4** recommend referees to AWPI for international events;
 - 8.8.3.5** retain and recruit referees
 - 8.8.3.6** conduct referees conference
- 8.9** The Referees Commission must meet at least once a year and for such meetings a quorum must consist of a majority of its members.
- 8.10** Members of the Referees Commission must have equal voting rights provided the Chairperson of the Referees Commission may have a casting vote in addition to his or her deliberative vote.
- 8.11** Within its financial means, AWPI shall assist the organisation of the meetings of the Referees Commission and communications between the members of the Referees Commission.

9. COACHES COMMISSION

- 9.1** There shall be a committee titled the Coaches Commission consisting of the following persons:
 - 9.1.1** Three (3) Commissioners elected by AWPI senior coaches;
 - 9.1.2** Two (2) Commissioners appointed by Australian Water Polo Board of Directors;
 - 9.1.3** The Commissioners shall hold office for four (4) years but are eligible for re-election and re-appointment. In the inaugural term of office for the

elected Commissioners, the lowest ranked Commissioner will serve two (2) years.

- 9.2** To be eligible for election to the Coaches Commission a person must be at least eighteen (18) years of age.
- 9.3** Senior coaches invited to vote for Commissioners under clause 9.1.1 shall be those coaches detailed as follows
 - 9.3.1** Australian National Coaches
 - 9.3.2** Coaches who officiated in either of the previous two (2) National Water Polo League competitions.
 - 9.3.3** Coaches who officiated in either of the previous two (2) National Championships for Junior Boys and Junior Girls 20 Years and Under.
- 9.4** In the event of any vacancy occurring on the Coaches Commission through death, removal or resignation, the following procedures will apply:
 - 9.4.1** The person eligible for appointment under clause 9.1.1 shall be nominated by the senior coaches and automatically appointed for the balance of the term of the member he or she replaces.
 - 9.4.2** The person eligible for appointment under clause 9.1.2 shall be appointed by the Australian Water Polo Board of Directors and automatically appointed for the balance of the term of the member he or she replaces.
 - 9.4.3** If there are no eligible candidates to fill the vacancy, then the remaining members of the Coaches Commission will appoint a person to fill the vacancy.
- 9.5** The Coaches Commission shall at its first meeting each year elect a Chair from those Commissioners elected according to 9.1.1.
- 9.6** The operation of the Coaches Commission shall be agreed by its members from time to time and published through its Charter.
- 9.7** A Commission nominee shall act as Secretary for meetings.
- 9.8** The functions of the Coaches Commission shall be to:
 - 9.8.1** advise the Board and receive advice from the Board of AWPI on matters which impact directly on coaches;
 - 9.8.2** nominate representatives from among their members to represent Coaches Commission on AWPI committees as requested from time to time;
 - 9.8.3** provide leadership and direction on matters that directly relate to coaching, namely, but not limited to;
 - 9.8.3.1** education of coaches;
 - 9.8.3.2** mentor inexperienced coaches

9.8.3.3 retain and recruit coaches

9.8.3.4 conduct coaches conference

- 9.9** The Coaches Commission must meet at least once a year and for such meetings a quorum must consist of a majority of its members.
- 9.10** Members of the Coaches Commission must have equal voting rights provided the Chairperson of the Coaches Commission may have a casting vote in addition to his or her deliberative vote.
- 9.11** Within its financial means, AWPI shall assist the organisation of the meetings of the Coaches Commission and communications between the members of the Coaches Commission.