



## SWIMMING AUSTRALIA TEAM MEMBER UNIFORM POLICY

Reference Number: HP/01  
Responsible Officer: Director of High Performance  
Approval Date:  
Approval Authority: Swimming Australia Board  
Date of Next Review:

### OBJECTIVE

The objective of this Uniform Policy is to outline the obligations on Australian Swim Team Members in relation the wearing of team uniform while participating in National Team activities.

### APPLICATION

This Policy is applicable to Swimmers and Team Staff who are engaged by Swimming Australia.

### POLICY STATEMENT

Swimming Australia requires Swimmers and Team Staff who are engaged by the organisation and participate in National Junior and Senior Team activities, including events, to wear Swimming Australia branded team apparel supplied by Speedo with the correct sponsor logos.

Swimmers and Team Staff acknowledge that as engaged members of the Australian Swim Team and as ambassadors for the sport, they have an obligation to wear the approved team uniform at times designated by this Policy and at other times as reasonably directed by Swimming Australia.

The owner of this Policy is the Chief Commercial Officer at Swimming Australia.

### POLICY OPERATION

#### A. Australian Swim Team Tours or Camps (junior and senior teams)

Members of the Australian Swim Team will be issued with appropriate apparel or be advised of previously issued apparel they are required to wear at a National Team activity.

- (a) Below is a summary of times on National Team activities where the wearing of Swimming Australia Team uniform is mandatory:
- i. during each scheduled training session, including all gym sessions
  - ii. in the competition venue during all competition sessions
  - iii. when travelling to and from a Swimming Australia tour or camp
  - iv. when travelling to and from every training/competition session.

- (b) No other brands of apparel (e.g. Adidas, Nike, Arena or Engine) can be worn at any scheduled pool or gym session. This also includes team apparel previously issued (e.g. Olympic, World University and Commonwealth Games apparel) unless the athlete has an approved piece of specialised equipment. The athlete must ensure that all approved pieces of specialised equipment do not show the brand e.g. Adidas, Speedo, Engine etc.
- (c) lululemon compression garments are the only compression garments that can be worn on a Swimming Australia Team activity. Team members are not permitted to wear compression garments from other manufacturers (e.g. 2XU, BSC, Canterbury orSkins).

#### **B. Specialised Equipment**

Swimming Australia will provide sponsor branded technical equipment from its Equipment Supplier, arena. Appropriately branded Swimming Australia issued training bathers, racing suits and bathing caps are the only technical equipment permitted to be worn during any Australian Swim Team Camp or Tour (junior or senior teams).

Team members who wish to compete in racing suits other than those provided by Swimming Australia must apply, in writing four weeks after being officially notified of selection for the specific event/activity, to the Director of High Performance, stating any and all performance related reasons why they wish to be exempted from wearing Swimming Australian provided technical equipment. This must be done by completing the Specialised Equipment Application Form, which is an appendix to this policy.

Any exemption granted will be for a specified duration, for performance reasons only and will not exceed the term of the event for which exemption was sought. The use of any racing suit exempted by this must:

- a. Be supplied at the entire cost by the Team Member for whom the exemption has been granted
- b. Be black in colour
- c. Contain no manufacturer logo or logo of any sponsor
- d. Fully comply with all FINA requirements
- e. Contain the Australian Coat of Arms to which Swimming Australia will supply the artwork on request

Team members will be required to check in their specialised equipment the day before competition starts to be inspected by Team management.

#### **C. Team Apparel Allocations**

Swimming Australia will provide sponsor branded apparel. The distribution of this apparel is tiered dependent upon the level and type of activity a team member attends. If swimmers are involved across levels and type of activities they must ensure they are wearing the correct apparel.

#### **D. Uniform in Team Hotel**

When no scheduled team activities are taking place, team members may wear non/team uniform in the team hotel or public dining areas, provided the items:

- (a) Do not contain logos of competing apparel or swimwear brands (eg Adidas, Nike, 2XU, Speedo or Engine).
- (b) Are tasteful (not overly revealing or offensive to other team members)

(c) Are Within the dress code of the local culture/customs<sup>#</sup> or establishment (i.e. 5/Star hotel)

Gym singlet's are allowed in the dining hall if clean and fresh (ie. athletes coming straight from the gym are asked to change out of singlet's worn during training)

<sup>#</sup>Example: Dress code in Islamic countries

In many Islamic countries people dress in a very traditional manner. Although there is often no dress code as such, for foreigners, it is better to wear modest clothes and conservative clothing is recommended.

This suggests that men should avoid wearing shorts, ladies should not wear mini/skirts or tank tops (singlet's).

Foreign visitors are expected to dress in a style that is sensitive to Islamic culture. It is particularly important to dress modestly during the Holy Fasting month of Ramadan.

Team management may for certain team functions i.e. dinner with special guests, designate that all team members wear a certain item of team apparel or that certain items will not be appropriate/permitted.

Team Management will ask any Team Member to change any item of clothing that is deemed unsuitable.

Team members are required at all times to wear footwear.

#### **E. Uniform for Travel**

Team members are required to travel to and from a National Team activity in Swimming Australia issued apparel that meets the requirements indicated below:

- a) Swimming Australia collared poloshirt.
- b) Team track/jacket or hoodie.
- c) Team track/pants, shorts or non/logo neat jeans or pants.
- d) Sperry toe shoes.

If Swimming Australia is not able to supply you with team apparel prior to your departure for the tour or camp you will be required to travel in closed toe shoes as well as neat clothing that does not contain logos of competing apparel or swimwear brands (eg Adidas, Nike, Speedo, 2XU or Engine). Team members are not permitted to travel in thongs, sandals, Ugg/Boots or ripped and scruffy pants

#### **F. Competition**

During competition Team Management will advise Team Members of uniform requirements for each session of competition. This information will be provided in writing in the Team Room and, subject to appropriate equipment, via a printed document in each Team Members room.

#### **G. Appearances**

In accordance with the *Swimming Australia Appearances Policy* the Swimmer shall wear at an Appearance the branding of clothing determined by Swimming Australia at its absolute discretion. Unless otherwise advised by a designated Swimming Australia representative, this will be the following current Australian Swim Team or National Swim Squad gear

- (a) Swimming Australia polo shirt.
- (b) Team track/jacket, fleece top or hoodie.
- (c) Team track/pants, shorts or non/competing logo jeans or pants.
- (d) Sperry shoes.

Commented [MR1]: Changed to Sperry

#### **H. Logo's**

For all Australian Swim Team and National Squad activities, the team apparel will be branded with both the arena logo and a logo provided by the Australian Sports Commission.

Apparel associated with National Youth Squad activities will be branded with the arena, Georgina Hope Swimmers Foundation and Australian Sports Commission logos.

#### **I. Replacement costs for lost apparel**

Swimming Australia apparel is maintained as a 'current range' for two years. Subject to fair wear and tear, should a team member need to replace any team apparel lost, stolen, given away or destroyed during the two/year apparel range period, Swimming Australia will advise the replacement cost and invoice the Team Member accordingly.

## DEFINITIONS

**Appearance** means the attendance of a Team Member in/person, at the request of Swimming Australia, a Sponsor, Government partner, Swimming Australia, State Swimming Association, at an event, function, clinic or other organised occasion as detailed in the Appearances Policy.

**Uniform** means any of the following items that may be supplied to team members depending on the level of team they are travelling with:

- Polo shirt
- Tee shirt
- Gym singlet
- Casual shorts (mesh)
- Gym shorts
- Dress shorts
- Track jacket
- Hoodie
- Track pants
- Deck coat
- Baseball cap
- Beanie
- Back pack
- Travel bag
- Training kit bag
- Training and competition swimming caps
- Training swimwear
- Goggles
- Sperry Shoes
- lululemon compression tights

**Specialised equipment** means racing suit

## REVIEW

This policy is to be reviewed on an annual basis by the Responsible Officer. Amendments are to be approved by the Board of Swimming Australia prior to implementation.

## ATTACHMENTS

Specialised Equipment Application Form

#### REFERENCES AND RELATED MATERIALS

| Document Number | Title   |
|-----------------|---|
|                 | Ethical Framework for Swimming                            |
|                 | Swimmers, Coaches and Swimming Australia Codes of Conduct |
|                 | Swimmer Agreement   |
|                 | Team Agreement  |
| CE/01           | Appearances Policy  |
|                 |   |

#### DOCUMENT HISTORY

| Date      | Version | Initiating Officer | Details   |
|-----------|---------|--------------------|---|
| 17/04/13  | 0.1     | G Vandeburgt       | First draft   |
| 18/04/13  | 0.2     | W Lomas            | Review & revision of Initial Draft  |
| 19/04/13  | 0.3     | K Ginbey           | Review of draft   |
| 22/04/013 | 0.4     | L Searle           | Review of draft   |
| 22/04/13  | 0.5     | G Vandeburgt       | Revision of draft   |
| 24/04/13  | 0.6     | W Lomas            | Revision & Amendment.<br>Broadening of policy to include all Team Members, revision of apparel to be worn when no SAL branded equipment is provided.<br>Inclusion of Technical Equipment Clause 'B' |
| 17/06/13  | 0.7     | W Lomas            | Inclusion of Singlet point  |
| 09/09/13  | 0.8     | K Ginbey           | Final draft for HPC endorsement   |
| 10/09/13  | 0.9     | W Lomas            | Final review and formatting   |
| 5/05/2017 | 1.0     | M Rose             | Sponsor update  |