AUSTRALIAN UNDERWATER FEDERATION

UNIFORM POLICY

Policy Name:	**UNIFORM POLICY**
Date of Approval:	**21/ 05 / 2025**
Policy Coverage:	National Teams, State Teams, National Club Championships and Individual sports Competitors.
Date of Review:	**30 / 06/ 2026**

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1 State and National Athletes

a) The Australian Underwater Federation (AUF) recognises the importance of providing an environment which is welcoming, safe and inclusive. Additionally, AUF acknowledges that whilst it is an important element of our sports, clothing and uniform restrictions can pose limitations on an individual's capacity to express themselves authentically.

b) As part of this commitment, AUF has established the Uniform Policy (this Policy) to outline to the underwater community the necessary requirements for participation and competition at national and State events.

c) Diversity is a significant part of Australian culture, and we want to ensure that this is reflected within the underwater community. Providing appropriate clothing options for all individuals, regardless of their gender, how a person identifies themselves, or their cultural and religious backgrounds, reduces participation barriers and delivers a thriving and sustainable sport.

d) It is important to promote and support inclusivity within Underwater Sports, by allowing more choice and flexibility with uniforms, if it is safe to do so. This policy provides all AUF sports uniform requirements for participation and competition at the World Championships and National Australian Championships. It is desirable to apply this policy for State Championships.

e) The policy applies to both State and National Athletes. Athletes not in the State or National area, are permitted to utilise the inclusive uniform options (section 6) in this policy. International athletes' uniforms are required to meet the CMAS requirements

f) This policy has been developed for AUF National Events and international Competitions and with the view of states and territory associations adopting and utilising this policy for their sanctioned events. The policy has been developed in conjunction with a range of stakeholders including commissions, AUF integrity, state and territory associations.

2 Definitions

Activity means an AUF Sanctioned Competition, event, training or activity, educational activities, whether on a one-off basis, an ongoing basis or as part of a series and is sanctioned or organised the Australian Underwater Federation

Apparel - means all clothing worn by athletes

Athlete – see 'Participant'.

Board - means the board of the Australian Underwater Federation

Underwater Sports - means all the sports, as governed by the Australian Underwater Federation.

The Australian Underwater Federation - means the national governing body for Underwater Sports within Australia.

Member - means a member of the Australian Underwater Federation under its constitution, including:

Club Member; and

I. Individual Members, which means individuals who are registered with the Australian Underwater Federation and include:
II. Participant Members;
III. Technical Members;
IV. Life Members.
V. National Events means the Australian National Championships and any other event sanctioned by AUF.

Participant means:

I. Athletes who are registered with or entitled to participate in an Australian Underwater Federation Activity.
II. Coaches appointed to train an Athlete or Team in the AUF
III. Administrators who have a role in the administration of the, including owners, directors, committee members or other persons.
IV. Judges/Referees appointed to judge/referee at an AUF Activity.
V. Support Personnel who are appointed in a professional or voluntary capacity by the AUF including sports science and sports medicine personnel, team managers, and team staff members.

Prohibited Conduct - means the conduct proscribed at clause 9 of this policy

Relevant Organisation - means any of the following organisations:

I. The Australian Underwater Federation
II. Member Organisation which means and includes:
III. Member Organisations - see 'Member', including any club, school or group that enters a Team to participate in an Activity; and
IV. Authorised Providers, which means any non-Member organisations authorised to conduct Activities sanctioned by AUF.
V. Team, which means a collection or squad of athletes who participate in an AUF; and
VI. Any other organisation who has agreed to be bound by this Policy.

Relevant Person - means any of the following persons:

I. Individual Member – see 'Member';
II. Participant;
III. Employee;
IV. Contractor, which means any person or organisation engaged to provide services for or on behalf of AUF, and includes agents, advisers and subcontractors of AUF and employees, officers, volunteers and agents of a contractor or subcontractor;
V. Volunteer, which means any person engaged by AUF in any capacity who is not otherwise an Employee or Contractor, including directors and office holders,

Coaches, Judges/Referees, Administrators and Team and Support Personnel; and

VI. Any other individual who has agreed to be bound by this Policy.

Contractor means - any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

I. agents, advisers, and subcontractors of a Relevant Organisation; and
II. employees, officers, volunteers and agents of a contractor or subcontractor.
III. Employee means a person employed by a Relevant Organisation.

3 Jurisdiction

Who this Policy applies to:

a) This Policy applies to and binds all:
b) Relevant Persons; and
c) Relevant Organisations.
d) By participating in an Activity, a Participant is deemed to have agreed to be bound by this Policy.
e) Any Relevant Person or Relevant Organisation who:
f) has had an Alleged Breach of this Policy referred to the Conduct and Discipline Policy; and
g) was bound by this Policy at the time the Alleged Breach occurred or when they became aware that an Alleged Breach may have occurred; and
h) would, for any reason, otherwise have ceased to be bound by this Policy at any time after the Alleged Breach occurred or when they became aware that an Alleged Breach may have occurred, remains bound by the Policy in respect of the Alleged Breach and any related Alleged Breach until the disciplinary process has been finalised in accordance with the AUF Conduct and Discipline Policy.

4 Responsibility

The AUF is committed to ensuring that Underwater Sports is safe, welcoming and inclusive. Importantly, Relevant Persons and Relevant Organisations play a crucial role in this commitment and are encouraged to contribute to the elimination of any inappropriate behaviour by:

a) Complying with this Policy; and
b) Reporting any perceived incidence of non-compliance with this Policy to AUF Integrity Manager, and to maintain confidentiality while the incident is being resolved.

5 National Athlete Uniform Requirements

Swimwear

a) All swimwear shall be modest in design
b) Individuals must have a choice of cut and design
c) Any religious or race requirements should be met
d) All swimsuits should be a configuration of green and gold, unless the rules of a specific discipline override this. If this is the case the AUF Secretary has to be advised for guidance
e) Swimsuits must have the AUF logo located on the left side front facing forward, below the waist and be of a significant size to maximise fit in this area

f) No other logos are to appear on any swimsuit, the manufacturers logo can only appear once on any swimsuit.
g) The word Australia will appear on the rear of the uniform ideally in a horizontal position

Water Polo Caps

h) Caps used in Rugby and Hockey may be in Australian colours if allowed by CMAS. They must be of uniform colours across the team.
i) Caps must have the AUF Logo on their rear
j) Caps shall be numbered 1 to 15 for Hockey and 1 to 99 for Rugby
k) Swim Caps may be worn for individual events or under water polo caps and be either green or yellow
l) No other logos are to appear on caps without written approval of the AUF Board
m) The individuals name first, last or both may be placed across the front of the cap, this is not a mandatory requirement.

Other Team Uniform Apparel

a) All tracksuits must be a 70%configuration of green and gold
b) All Apparel, shorts, skirts, tee shirts, Polo shirts, track suits, jackets and any other approved apparel must have the AUF logo on it.
c) Tee shirts, polo shirts track suits and jackets must have the word Australia across the back in a horizontal position
d) Any tee shirts, polo shirts, track suite tops or jackets shall have the CMAS Australia logo on the right side sleeve
e) Track suit pants may have the word Australia on the leg in a vertical position
f) No other logo is to appear on any associated clothing
g) The manufacturers logo can only appear once on any item, and not be the dominant logo.
h) No sponsorship or advertising logos may be placed on any part of the uniform without written consent of the AUF Board.
i) Coaches and support staff have the same requirements for uniforms appropriate to their roles and responsibilities
j) White runners are the preferred footwear for formal functions
k) Jewellery shall not be worn during competition unless it is covered or for religious or medical reasons.
l) If any of the above conditions cannot be met or there is grounds for a reasonable request for change. This can be granted with the written consent of the AUF Board.

6 National Club Championships

a) Club Colour uniforms must be used including swimsuits
b) For hockey, Water polo caps will be numbered 1 to 15 and for Rugby caps will be numbered from 1 to 99 All caps must be of a uniform colour across the team
c) Swim Caps may be worn for individual events or under water polo caps for team events
d) Swimsuits must have the AUF logo located on the left side front facing forward, below the waist and be of a significant size to maximise fit in this area. This clause has a retrospective element meaning that it will not be an absolute requirement until 2027. This is to allow current swimwear to be used until that time to save cost moving forward

e) Swim suits shall be modest in design
f) Individuals must have a choice of cut and design
g) Any religious or race requirements should be met
h) The Club Name will appear on the uniform/swimsuit in Ideally a horizontal position, but the position is not a mandatory requirement.
i) Uniforms are to be approved by the sports Chief Referee, to eliminate the clashing of colours and for adherence to this policy
j) Club logos may be used on the uniform/swimsuit but not in lieu of AUF logo

7 State Athlete Uniform Requirements

a) States must use official state colours for their uniforms, this includes swimsuits.
b) Water Polo Caps must be light or dark and must be uniform across the team.
c) For Hockey caps will be numbered 1-15 and Rugby caps will be numbered from 1 to 99
d) Swim Caps may be worn for individual events or under water polo caps for team events
e) Swimsuits must have the AUF logo located on the left side front facing forward, below the waist and be of a significant size to maximise fit in this area. This clause has a retrospective element meaning that it will not be an absolute requirement until 2027. This is to allow current swimwear to be used until that time to save cost moving forward
f) Swim suits shall be modest in design
g) Individuals must have a choice of cut and design
h) Any religious or race requirements should be met
i) State official emblems may be used on all of the uniform

8 Prohibited Conduct

a) Prohibited Conduct is when a Relevant Person or Relevant Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against one or more Relevant Person or Relevant Organisations, in the circumstances outlined below:

b) Not permitting a participant to perform due to their choice of inclusive clothing

c) Suggest or imply that a participant should not perform due to their choice in additional clothing.

d) Not allowing participants to choose a complementary style team uniform that is not identical to others.

e) In circumstances where a Relevant Person or Relevant Organisation is suspected of committing a breach of this Policy, AUF may refer the matter (at AUFs absolute discretion) for determination under AUF Code of Conduct and Disputes Policy as an Alleged Breach of this policy.

9 Interpretation and other information

Application and Commencement

a) The Policy has been approved by the AUF Board and replaces the uniform requirements contained within older policies
b) **This Policy**:
c) Commences on the date outlined in the Review History Table
d) Is subject to the AUF constitution and if there is any inconsistency, the constitution will prevail; and when in force, is binding on all Relevant Organisations and Relevant Persons.

e) **Amendment**
This Policy may be amended from time to time and such amendments will be effective on the date specified by the authorised approver.

f) **Interpretation**
g) The following rules of interpretation apply to the Framework including the associated documents:
h) Headings are for convenience only and shall not be deemed part of the substance of the document or to affect in any way the language of the provisions to which they refer.
i) Words in the singular include the plural and vice versa.
j) Reference to 'including' and similar words are not words of limitation.
k) Words importing a gender include any other gender.
l) A reference to a clause is a reference to a clause or subclause of this Policy.
m) Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.
n) In the event any provision of this Policy is determined invalid or unenforceable, the remaining provisions shall not be affected, and the document shall not fail because any part of it is held invalid.
o) Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Policy shall not be deemed to be a waiver of any such right nor operate to bar the exercise or enforcement thereof or of any other right on any other occasion;
p) Defined terms are Capitalised and consistent across the Policy and associated documents.