



# TRAINING STANDARDS AND GUIDELINES FOR DIVING INSTRUCTORS

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# FOREWORD

## Use of language

For reasons of better readability, the simultaneous use of the language forms male, female and diverse (male / female / male) is not used.

NASDS trusts your understanding. Many Thanks.

## Introduction

One of the most important goals of the NASDS was and is to carry out the training and testing of student divers at the highest possible level and according to uniform principles.

NASDS scuba instructors and diving instructors therefore train according to the NASDS guidelines and standards, which are binding for them. You will receive an annual update and commit to the Code of Ethics for Instructors and Trainers of the NASDS.

If anything is unclear in relation to all training matters, the Head Office (Executive Director Training) should be contacted for clarification.

### **The NASDS Instructor training includes:**

- Training of scuba instructors at one or different commercial dive centers or by independent instructor trainers.
- Preparation, examination and further training seminars for diving instructor candidates and diving instructors by NASDS Course Director or the organization with the following topics:
  - o Didactics and methodology of diving instruction
  - o diving medicine
  - o Diving technology / compressor customer including legal questions
  - o Diving safety / diving rescue including legal issues
  - o underwater biology

System check-in (1 day) or crossover (2 days) - preparation and examination seminars for diving instructors with licenses from recognized, national and international organizations / associations.

Basically, only diving instructors should be employed at NASDS Dive Centers who can prove their qualifications by taking the appropriate exams at NASDS or its partner associations.

## Correspondence to standards

The NASDS training guidelines meet the requirements of the European standards EN 14153 for sport and recreational divers, EN 14413 for diving instructors and ISO standards 24801 and 24802.

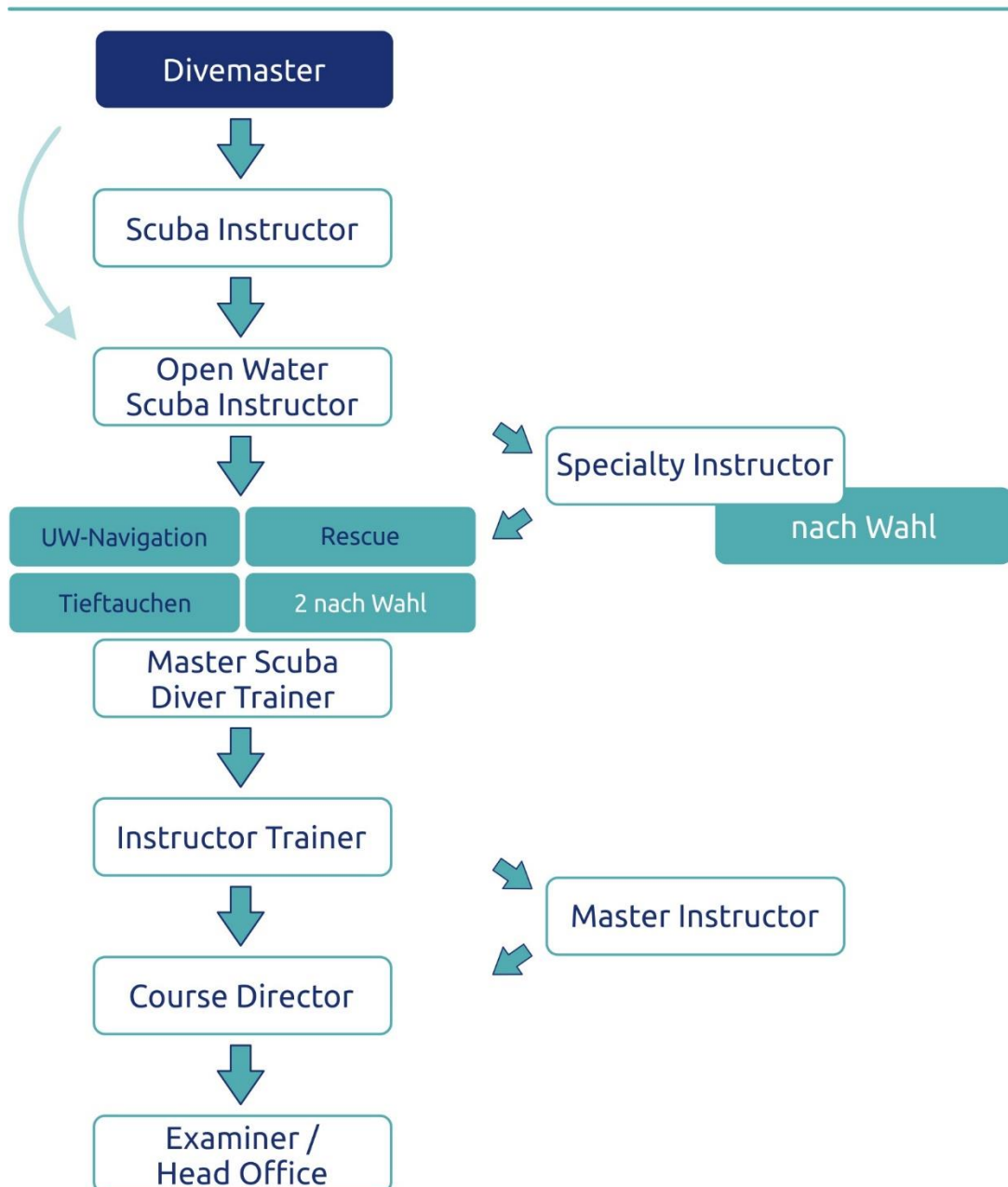
	ISO	DIN EN	NASDS
Introductory program to scuba diving	11121		Trial Scuba Diving - Discover Scuba Diving
Supervised Diver	24801-1	14153-1	Scuba Diver
Self-employed diver - Autonomous Diver	24801-2	14153-2	Open Water Diver
			Adventure Diver
			Advanced Open Water Diver
			Master Scuba Diver
Dive Leader	24801-3	14153-3	Dive Guide
			Divemaster
Scuba Instructor Level 1	24802-1	14413-1	Scuba Instructor
Scuba Instructor Level 2	24802-2	14413-2	Open Water Scuba Instructor
			Master Scuba Diver Trainer
			Instructor Trainer
			Course Director

## Abbreviations

ABC	mask, snorkel, fins
AED	automated external defibrillator
AOWD	Advanced Open Water Diver
CD	Course Director
DM	Divemaster
DSD	Discover Scuba Dive
DTG	compressed air diving device
CPR	cardiopulmonary resuscitation
IT	instructor trainer
ITC	Instructor Training Center
MSD	Master Scuba Diver
MSDT	Master Scuba Diver Trainer
O2	oxygen
OWD	Open Water Diver
OWSI	Open Water Scuba Instructor
RSTC	Recreational Scuba Training Council
SI	Scuba Instructor
SITC	Scuba Instructor Training Course
SK	special course
TG	dive (Tauchgang)
TL	diving instructor
TL-Q	diving instructor qualification (Tauchlehrer-Qualifikation)

# TRAINING SYSTEM

## Overview



## Quick information

	Before certification	minimum old	Dive at Beginning	Dive at graduation	Ratio	instructor (at least)	acceptance through		
<b>DSD (Schnuppern)</b>		14			1:1	DM			
<b>Scuba D</b>					1:2	SI	SI		
<b>OWD</b>					1:4	OWSI	OWSI		
<b>Adv. D</b>	4	9							
<b>AOWD</b>	4	25							
<b>Rescue</b>	AOWD	16			1:4	MSDT	MSDT		
<b>MSD</b>	Rescue							18	40
<b>DG</b>									
<b>DM</b>	DM	18			IT	IT			
<b>SI</b>							SI	120	80
<b>OWSI</b>	OWSI	21		150	CD	TL-Q			
<b>Spl</b>							IT	500	IT
<b>MSDT</b>									
<b>IT</b>	MSDT	26		500	CD	TL-Q			
<b>MI</b>							IT	26	
<b>CD</b>	CD			1:4	Ex	HQ			
<b>Ex</b>									

The specified ratios represent maximum values which, depending on the condition, have to be adjusted to lower values.

# FRAMEWORK CONDITIONS FOR DIVING INSTRUCTOR TRAINING

The training of new diving instructors requires certain framework conditions, which are explained below and are relevant for all diving instructor levels.

## **The candidate must be informed about before the start of the training**

- Requirements
- Powers and limits of qualification
- Content, scope and course of the course
- Required equipment and its requirements
- Training costs
- Follow-up costs through active NASDS membership with additional costs (e.g. for brevets)
- Insurance and contract matters

## **The training diving school / diving center must be suitable for training diving instructors in accordance with DIN EN 14467. This includes, inter alia.**


- regular diving operations
- Diving opportunities within easy reach for pool / pool-like conditions as well as open water
- Suitable training room with modern techniques as well as teaching and visual material
- Possibility to fill the bottles, workshop
- Diving equipment including accessories
- at least one active instructor trainer within reach

The trainer must have the necessary qualifications.

If several instructors are involved in a diving instructor training course, one of them is designated as the lead manager. This supervises and controls the entire training of the diving instructor candidate.

## **Training path**

The course contents in theory and practice of previous levels are required as skills and abilities. If it is found that sub-areas are not available or are incomplete (e.g. due to a change of diving organization to NASDS), a gap must be closed before the start of the training for the desired TL level.

Completion of some TL trainings is the participation in a  diving instructor qualification with at least one Course Director and one examiner as examiner.



# DIVING INSTRUCTOR LEVELS

## Divemaster (DM)

### Conformance to standards

EN 14153-3 / ISO 24801-3 „Dive Leader“

### Requirements

Minimum age:	of legal age, at least 18 years
Training level:	NASDS Rescue Diver or equivalent
Specialty courses:	CPR + O2 (not older than 1 year) Underwater navigation, deep diving, group guidance, night diving + 2 others of your choice
logged dives:	65 at the end of training
	<ul style="list-style-type: none"> <li>• Valid diving suitability according to NASDS / RSTC guidelines</li> </ul>
Trainer qualification:	NASDS Instructor Trainer
Examiner qualification:	NASDS Instructor Trainer

### Training

The full-time training comprises at least 6 days.

#### The following topics are part of the training:

- Biology, diving technology, diving medicine
- Rhetoric
- Theory and practice of DSD courses, with one course being held independently
- Compressor service
- Timing of TG (plan vehicle loading, travel times to diving areas, etc.)
- Leadership of TG
- Assistance in all types of courses
- two TGs as a group member for acceptance TGs for OWD

### Qualification

The course is completed when the student has mastered all of the elements with confidence.

A special diving instructor qualification is not required.

If the Divemaster becomes an active training member, a NASDS membership must be concluded.

### Authorizations after completing the course

DSD (trial diving)

Assistance with diving training

Details on requirements, content and course completion can be found in the current Divemaster training record.

## Scuba Instructor (SI) – Tauchlehrer-Assistent

### Conformance to standards

EN 14413-1 / ISO 24802-1 „Instructor level 1“

### Requirements

Minimum age:	of legal age, at least 18 years
Training level:	NASDS Divemaster or equivalent to ISO 24801-3 / EN 14153-3 „Dive Leader“
Specialty courses:	CPR + O2 (not older than 1 year)logged dives: 80, including 10 in the sea
	<ul style="list-style-type: none"> <li>• Valid diving suitability according to NASDS / RSTC guidelines</li> <li>• NASDS membership</li> </ul>
Trainer qualification:	NASDS Instructor Trainer
Examiner qualification:	NASDS Instructor Trainer

### Training

The full-time training consists of at least 6 days.

#### The following topics are part of the training:

- Diving technology (seminar)
- Theory and practice of OWD courses, whereby the theory and pool training parts are to be held independently in one course
- Compressor technology and regulations
- Timing of TG (plan vehicle loading, travel times to diving areas, etc.)
- Leadership of TG
- Assistance in all types of courses
- Two TGs as group leaders for acceptance TGs for AOWD or Divemaster
- A TG as a "tester" for the OWD, with the acceptance being carried out by the TL

The Scuba Instructor is trained as part of the training so that he can assist with all training activities of a level 2 diving instructor (OWSI and higher).

The SI may teach theory and practice in the pool / in confined water independently under the indirect supervision of a level 2 diving instructor.

In the open water, he may repeat and consolidate known exercises, but may not perform new exercises or assess or evaluate any performance.

### Qualification

The course is completed when the student has mastered all of the elements with confidence.

A special diving instructor qualification is not required.

### Authorizations after completing the course

DSD (trial diving), Scuba Diver (under indirect supervision), assistance with diving training

Details on requirements, content and course completion can be found in the current Scuba Instructor training record.

# Open Water Scuba Instructor (OWSI)

## Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

## Requirements

Minimum age:	of legal age, at least 18 years
Training level:	NASDS Divemaster equivalent to ISO 24802-1 / EN 14413-1 „Instructor level 1“
Specialty courses:	CPR / O2 (not older than 1 year) Nitrox
logged dives:	120, including 50 since Divemaster
	<ul style="list-style-type: none"><li>• Valid diving suitability according to NASDS / RSTC guidelines</li><li>• NASDS membership</li><li>• Instructor liability insurance</li><li>• Proof of accompanying beginner trainings (NASDS or RSTC)</li></ul>
Trainer qualification:	NASDS Course Director
Examiner qualification:	NASDS Course Director + Examiner

## Training

The training includes successful participation in an OWSI training course over 9 days for Divemasters or 5 days for Scuba Instructors.


### The following topics are part of the training:

- Training of OWD students
- diving medicine
- Diving technology & compressor customer
- Diving safety & rescue including legal issues
- Environmental Protection

## Seminars

- Didactics and methodology of diving instruction
- Quick check behavior

## Qualification

Successful participation in a  diving instructor qualification over 2 days.

## Authorizations after completing the course

DSD (Trial diving), Scuba Diver, Open Water Diver / Open Water Diver plus

all including acceptance

Details on requirements, content and course completion can be found in the current training record  
Open Water Scuba Instructor.

## Specialty Instructor (Spl)

### Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

### Requirements

Minimum age:	of legal age, at least 18 years
Training level:	NASDS Open Water Scuba Instructor oder equivalent to EN 14413-2 / ISO 24802-2 „Instructor level 2“
logged dives:	120
	<ul style="list-style-type: none"> <li>• Valid diving suitability according to NASDS / RSTC guidelines</li> <li>• NASDS membership</li> <li>• Instructor liability insurance</li> </ul>
Trainer qualification:	NASDS Course Director
Examiner qualification:	NASDS Course Director

### Training

The training focuses on conveying the course content of a specialty course of the candidate's choice.

#### There is a choice

Navigation	Grotto diving	Mountain lake diving
group tour	Ice diving	Drift diving
deep diving	Sidemount Diving	UW Photography
night diving	Wreck diving	UW Videography
Dry diving	UW Naturalist	CPR AED
Cold water diving	Search + Recovery	Emergency First Aid
Nitrox	River diving	Scooter
CPR / O2 / AED	Buoyancy control	Full Face Mask
Boat diving	Equipment specialist	

### Qualification

The course is completed when the student has mastered all of the elements with confidence. A special diving instructor qualification is not required.

### Authorizations after completing the course

for the selected specialty course including acceptance

Details on requirements, content and course completion can be found in the current Specialty Instructor training record.

# Master Scuba Diver Trainer (MSDT)

## Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

## Requirements

Minimum age:	at least 21 years
Training level:	NASDS Open Water Scuba Instructor or equivalent to EN 14413-2 / ISO 24802-2 „Instructor level 2“
Specialty courses:	Acceptance authorization for at least 5 special courses (see SI)
logged dives:	150
	<ul style="list-style-type: none"><li>• Valid diving suitability according to NASDS / RSTC guidelines</li><li>• NASDS membership</li><li>• Instructor liability insurance</li></ul>
Trainer qualification:	Course Director
Examiner qualification:	Course Director + Examiner

## Training

The training focuses on conveying the course content of one or more special courses of the candidate's choice, the final number must be at least 5.

mandatory -SK:	Deep diving, navigation, rescue diver
recommended SK:	Nitrox, Group Leader / Buddy Leader, night diving

## Qualification

The course is completed when the student has mastered all of the elements with confidence. A special diving instructor qualification is not required.

## Authorizations after completing the course

DSD (trial diving), Scuba Diver, Open Water Diver / Open Water Diver plus, AOWD if the required SK match

Rescue Diver

within the special courses with acceptance authorization

all including acceptance

Details on requirements, content and course completion can be found in the current Master Scuba Diver Trainer traini.



## Instructor Trainer (IT)

### Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

### Requirements

Minimum age:	at least 23 years
Training level:	NASDS Master Scuba Diver Trainer or equivalent to
Specialty courses:	Acceptance authorization for at least 5 special courses
logged dives:	500, of which at least 30 in the last 12 months
	<ul style="list-style-type: none"> <li>• Valid diving suitability according to NASDS / RSTC guidelines</li> <li>• NASDS membership</li> <li>• Instructor liability insurance</li> <li>• at least one year of training as an MSDT</li> <li>• Participation as assistant (speaker + "examiner") in a Scuba Instructor course confirmed by a NASDS diving instructor (at least CD)</li> <li>• Participation in a NASDS Instructor Training Courses</li> <li>• At least 25 trainings, including 10 OWSI since MSDT</li> </ul>
Trainer qualification:	Course Director
Examiner qualification:	Course Director + Examiner

### Training

The training includes successful participation in an IT training course over 5 days.

#### The following topics are part of the training:

- Content of the Divemaster training in theory and practice
- Seminars
  - o Didactics and methodology of diving instruction
  - o diving medicine
  - o Diving technology / compressor customer including legal questions
  - o Diving safety & rescue including legal issues
  - o Underwater biology and environmental protection

### Qualification

Successful participation in a ☐ diving instructor qualification over 2 days with the following seminars:

- |  |  |
|--|--|
| Management part 1  | <ul style="list-style-type: none"> <li>• communication</li> <li>• Calculation</li> </ul> |
| <ul style="list-style-type: none"> <li>• Leadership</li> </ul> |  |

- Team training

## **Authorizations after completing the course**

to scuba instructor

within the special courses with acceptance authorization

all including acceptance

Details on requirements, content and course completion can be found in the current Instructor Trainer training record.

## Master Instructor

### Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

### Specialty

The master instructor is appointed by the head office.

### Requirements

Minimum age: at least 23 years  
Training level: NASDS Instructor Trainer  
logged dives: 750

- Valid diving suitability according to NASDS / RSTC guidelines
- NASDS membership
- at least one year of training as IT
- Proof of 200 student divers' certifications
- Primarily conduct NASDS certifications and NASDS courses
- Participation in three NASDS Instructor Training Courses

## Course Director (CD)

### Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

### Requirements

Minimum age: at least 26 years

Training level: NASDS Instructor Trainer

- Valid diving suitability according to NASDS / RSTC guidelines
- NASDS membership
- at least three years of training as IT
- Proof of at least 3 successfully trained SIs in the last 3 years
- Proof of commercial work as a diving instructor with proof of having your own dive center in accordance with NASDS requirements
- Instructor liability insurance

Trainer qualification: Examiner + Head Office

Examiner qualification: Examiner + Head Office

### Proof of the following seminars

- Technik und Medizin
- Basics of effective management
- Organization of a dive center operation
- Make unpleasant decisions correctly
- Planning and strategies of projects
- Team management as a manager
- Lecture teaching in word and writing, didactics, rhetoric, body language
- Organization of a successful diving instructor course
- Personality and leadership training, time management

### Training

**The training includes successful participation in a CD training course over 6 days.**

- The following topics are part of the training:
- Management part 1 & 2
- Leadership
- communication
- Calculation
- Team training
- TEMP method (team, customer expectations, employees, processes, ...)

- Assessment in theory and practice
- Record and edit videos
- Introduction to the basics of video conferencing tools, such as Zoom, Microsoft Teams, Jitsi Meet, etc.

## Qualification

Successful participation in a 2 Course Director qualification over 6 days.

## Authorizations after completing the course

up to scuba instructor including acceptance

to instructor trainer - acceptance takes place during a diving instructor qualification

all special courses, at your own discretion, whether personal suitability is present

Details on requirements, content and course completion can be found in the current Course Director training record.

## Examiner

### Conformance to standards

EN 14413-2 / ISO 24802-2 „Instructor level 2“

### Requirements

Minimum age: at least 26 years

Training level: NASDS Course Director

- Valid diving suitability according to NASDS / RSTC guidelines
- NASDS membership
- at least three years of training as a CD
- Proof of at least 25 instructor trainings (with SKs)
- Participation in an update seminar "Management"
- Participation in an instructor qualification from NASDS

Trainer qualification: Head Office

Examiner qualification: Head Office

### Qualification

Successful participation in an ☐ Examiner qualification over 5 days.

### Authorizations after completing the course

Training and acceptance to instructor trainer

Management of diving instructor qualifications

# SYSTEM CHECK-IN (1 TAG)

NASDS offers active diving instructors from other recognized diving training organizations the opportunity to switch to NASDS via a system check-in seminar.

If the participant is in passive status, a maximum of one year is the transition period.

## **The classification in the NASDS system is based on two aspects:**

1. Actual skills and abilities as well as knowledge and competencies in theory and practice as a diver and instructor.
2. According to generally accepted equivalence.

No claim can be made on the classification to a specific NASDS TL level.

In the event of minimal deviations in the requirements for the desired TL level (e.g. too few dives, minimum age not yet reached), the system check-in participant is initially certified one level lower. As soon as the requirements have been met (e.g. minimum number of TGs or age), automatic certification for the originally targeted TL level takes place.

If the equivalent TL level is not to be aimed for in a system check-in, but rather the next higher level, this is treated like a training with the corresponding training record.

## **During the system check-in seminar, the main focus is on**

- Philosophy, training system, safety standards, training guidelines and ethical standards at NASDS,
- Certification system and documents at NASDS,
- Course content and procedures (identify and discuss any differences)

## **Requirements**

Are to be taken from the respective diving instructor levels

Trainer qualification:                      Course Director

## CROSSOVER (2 days)

The crossover includes the system check-in, a dive according to the incident with all relevant points such as briefing, safety, equipment and debriefing, as well as a teaching sample.

### Authorizations after completing the course

- according to the classified Instructor level
- If necessary, additional SKs for which acceptance authorization was already available from the previous training organization

Details on requirements and content can be found in the current training record "System Check-in".

Special instructions:

- The trainer is convinced that all skills and abilities in theory and practice are mastered in accordance with the content or that they are imparted.



# DIVING INSTRUCTOR QUALIFICATION - INSTRUCTOR EXAMINATION (IE)

Within a diving instructor qualification, which extends over several days, all subject areas from the training record card for diving instructors are tested and assessed practically and / or theoretically.

Examiners are at least one CD and one examiner. A maximum of 4 candidates are allowed per examiner. All parts of the exam should be taken within 12 months in the order of theory and practice.

A maximum of two dives per day may be carried out. Max. 40 m depth in salt water and 30 m depth in fresh water, no-stop dives.

Failed theory exams can be repeated at the earliest after 6 weeks with another diving instructor qualification.

## Exam content

- Written answer to a questionnaire with questions from all subject areas.
  - Teaching samples of 20 (OWSI) or 30 (IT) minutes duration, topics according to the topic catalog
  - Demonstration of first aid in diving accidents including handling of the various oxygen systems. The applicant must show that he is able to assess the situation quickly and to carry out the appropriate first aid measures.
  - at least 2 qualifying dives
    - o Various exercises (group leadership, taring, octopus breathing, DTG on and off the water surface
    - o Training of student divers
    - o Demonstration of a partner rescue with controlled transport from a depth of about 10 meters to the water surface using supporting equipment, emergency signs on the surface, transport to the bank or boat (approx. 50 m) and on land / on the boat, first aid measures , Initiate further measures
  - IT: Organization and management of dives with various exercises
  - IT: rescue techniques and management
  - IT: security on board
  - IT: training students
- 
- In addition, the following skills and behavior are tested and assessed:
    - personal conduct
    - Security awareness
    - Diving instructor competence
    - Competence in recognizing errors and deficiencies and the procedure for their elimination or prevention
    - Critical ability (constructive)

- environmentally conscious action / behavior
- personal fitness / constitution

## Valuation

Two examiners registered at headquarters (a Course Director and an Examiner) are main examiners and lead the instructor qualification.

Additionally present CD and / or IT are admitted as sub-examiners.

The participants also evaluate each other so that they learn how to critically assess qualification performance.

All qualification parts of the diving instructor candidates are assessed by main examiners and, if necessary, subsidiary examiners. The evaluations of the participants are used in case of doubt. The grading of a partial performance results from the average of the evaluations.

## Grading system

The examination evaluation takes place in the school grading system, which is defined as follows:

1 = very good	The performance is so good that it could serve as a role model even for diving instructors. The implementation is very calm, controlled and fluid, free of problems and difficulties. Tension or exertion are not evident. This rating should be used sparingly, as it stands for perfection.
2 = good	The performance shows ability and control, as well as little tension or Effort. The implementation runs smoothly and the goal is clearly recognizable.
3 = satisfactory	The performance shows a problem-free implementation, but it does not go as it is fluid as with grade 2.
4 = sufficient	Although the performance shows no significant problems, it is recommended that the candidate deepen the subject or improve the way it is carried out.
5 = inadequate	The performance is inadequate and gives little indication of ability and competence. The candidate can repeat the examination part after appropriate preparation.
6 = ungenügend	The performance does not indicate ability and competence at all. It can be seen that the training during the training period was inadequate. The gaps in skills and knowledge are so great that the IDC must be repeated after thorough training.

## Assessment of the written test

Grade 1 - very good	96 - 100% of the achievable points.
Grade 2 - good	87 - 95% of the achievable points.
Grade 3 - satisfactory	77 - 86% of the achievable points.
Grade 4 - sufficient	67 - 76% of the achievable points.
Grade 5 - poor	51 - 66% of the achievable points.
Grade 6 – unsatisfactor	0 - 50% of the achievable points.

The exam is passed when the participant has achieved 75%.

## Teaching samples

Teaching samples should be carried out "for students" / realistically - not for the examiners and trainers. If possible, other diving instructor qualification participants should be integrated into the teaching sample as "students".

The TL candidate chooses the topic and notifies the examiners at least two weeks in advance. It is important to ensure that the chosen topic fits the target group.

For all topics in theory and practice, the value of the exercise must be conveyed positively.

## Catalog of topics theory

- Fitting and condition of NBC equipment
- Fitting and condition of diving suits
- Fitting and condition of jackets
- Dive computer: technology and handling
- Regulator technology
- Compressor technology
- Compressor: regulations, maintenance
- Equipment maintenance
- Archimedes, up and down movement, floating in water
- Boyle-Mariotte's Law
- Henry's Law
- Seeing and hearing underwater
- Joule-Thomson effect
- Dalton's Law
- Gay-Lussac Law
- Henry's Law on Deep Intoxication
- Lungs, breathing, heart, circulation, satiety
- Introduction: DCS
- DCS: origin, symptoms, measures
- Boyle-Mariotte's Law on Barotraumas
- Rescue handles above and below water
- Rescue chain and emergency management
- Dehydration: origin, countermeasures, effects on diving
- Almost drinking in fresh and salt water
- Airtrapping: medical principles, development, prevention
- Gauer-Henry reflex
- Barotraumas
- internal and external breathing
- Injuries from marine animals
- Basic rules of diving
- Handling of the diving table with repetitive dives
- Handling of the exchange table with air consumption calculation

- Special situations under water - what to do?
- Environmental Protection
- Dealing with beginners
- Skills on demonstration quality: purpose, characteristics, implementation
- Course implementation: navigation, Nitrox-40, CPR / O<sup>2</sup> / AED, group leadership, diving safety & rescue or deep diving (only one SK)
- Organization and implementation of a major event
- Hire an assistant diving instructor
- Assessment within an IDC: grading, constructive criticism, reasons for decisions
- Introduction to marketing
- Introduction of calculation
- Introduction of advertising

## Catalog of topics in practice

- Trial diving
- Mount / dismantle the DTG
- UW hand signals
- Submersion and pressure equalization
- Introduction of buoyancy control
- Beginner buoyancy exercises
- Advanced buoyancy exercises
- alternative air supply
- Learning different ways of entering and exiting
- Orientation exercises with a compass
- Towing / pushing an injured diver
- Set the buoy

## Evaluation criteria for teaching samples

Start: Introduction, greeting, naming the learning objective and target group, overview, procedure (methodology, didactics)

Language / expression: good expression (volume, clear, few foreign words), language adapted to the group (technical terms correct, easily understandable), confident expression (few filler words such as "uh"), body language available and appropriate, little nervousness, gestures / facial expressions

Group contact: Contact is available (not with your back to the group), addressing students, encouraging the group to cooperate and integrating them into the learning process, 70% "learning by doing" / teaching moderated

Methodology: preparation and organization, lesson structure (introduction, main part, final part), "from easy to difficult",

Theory:	media used, media mix Praxis: Objects (e.g. equipment) integrated, exercise well explained and, if necessary, demonstrated, group safety (when entering, when diving), positioning of the group and, if necessary, assistants, overview and problem management
Technical content:	technical accuracy, technical content adapted to the target group, value of the content for divers / for diving, logical sequence (methodology), content clearly and practically presented
Conclusion:	time limit adhered to, learning objective control available and appropriate, positive conclusion with a look ahead to the next lesson

# ETHICS CODE

## Preamble

In a rapidly changing, globalized world, NASDS can make an indispensable contribution to democracy and sustainable development. This requires responsible action based on transparency, integrity and participation as principles of good NASDS management (good governance). The values and principles defined in the following code of ethics determine behavior and dealings within NASDS and towards outsiders. The code of ethics is binding for trainers, supervisors, managers and the commercial sector. For reasons of better readability, the simultaneous use of the language forms male, female and diverse (male / female / male) is dispensed with.

## 1. Tolerance, respect and dignity

Toleranz und Wertschätzung sind die Grundlage für ein vertrauensvolles Miteinander. Gegenseitiger Respekt sowie die Wahrung der persönlichen Würde und der Persönlichkeitsrechte gewährleisten eine faire, partnerschaftliche Zusammenarbeit und sichern die Einheit in der Vielfalt. Diskriminierung in Bezug auf Rasse, Ethnie, Nationalität, Religion, Weltanschauung, Alter, Geschlecht, sexuelle Identität oder Behinderung ist unzulässig. Belästigungen werden nicht toleriert.

## 2. Sustainability and responsibility for the future

In the interest of securing the future for future generations, NASDS is committed to a sustainable organizational policy that balances out respect for the environment, economic requirements and social aspects.

## 3. Zero tolerance attitude

Compliance with rules and fair play are essential elements at NASDS. Applicable laws, internal and external guidelines and rules must be observed. Circumstances that can endanger the safety of diving (medication, alcohol, etc.) are to be avoided.

NASDS has a zero-tolerance attitude towards violations of the law and obligations.

## 4. Transparency

All decision-making processes relevant to NASDS and its tasks as well as the underlying facts are treated with the greatest possible transparency and care. This applies in particular to all financial and personnel decisions. Confidentiality and data protection regulations are observed.

## 5. Integrity

Integrity requires objective and independent decision-making. If personal, in particular economic, interests are affected in a decision to be made for NASDS ("conflict of interest"), these must be disclosed. Invitations, gifts and other material or non-material advantages may only be accepted or



granted in a transparent manner within the specified framework. The representation of interests for NASDS takes place in a transparent and responsible manner.

## **6. Participation**

Democratic rights and practiced participation of all groups, especially also for children, young people and active people, as well as the involvement of interested interest groups (stakeholders) guarantee the pluralistic structure corresponding forward-looking decisions.

## **7. Focus on athletes**

Diving enthusiasts of all ages and training levels and their instructors / diving schools are at the center of the commitment at NASDS. Serving them requires an ethical attitude and pedagogical orientation from all those responsible.

# BREACH

**Violations relate to:**

- NASDS training standards
- NASDS security standards
- NASDS Code of Ethics
- generally applicable law

Violations or non-compliance with the regulations are first determined in a discussion with all the necessary parties:

Every diving instructor is given the opportunity to take a position on the alleged violation and, if necessary, to justify it or to clear up a possibly false suspicion.

If it is determined that the diving instructor is responsible for a real violation, the head office decides on the measures to be imposed.

**As measures can**

- written disapproval
- Withdrawal of the license on a temporary basis
- Permanent withdrawal of the license

respectively.

In principle, written disapproval can only be given in the case of initial violations.

A repeated license withdrawal corresponds to the final withdrawal.