

Scottsdale Aquatic Club Board of Directors Code of Conduct

This code is founded on the principles of mutual respect and cooperation. All Board members shall adhere to these requirements while serving on the board. Failure to follow this Code of Conduct will be grounds for disqualification, as determined by the Board of Scottsdale Aquatics Club in its sole discretion. Part of this Code of Conduct is the Scottsdale Aquatic Club Conflict of Interest Policy. Each Board member shall abide by this Code of Conduct and the Conflict of Interest Policy. Specifically each member shall:

1. Agree to abide by the Code of Conduct, follow the procedures involved in its enforcement and accept the due process of its enforcement.
2. Respect the rights, dignity and worth of others.
3. Be fair, considerate and honest in all dealing with others.
4. Be professional in, and accept responsibility for, their actions.
5. Make a commitment to providing quality service.
6. Be aware of, and maintain an uncompromising adherence to, *USA Swimming* standards, rules, regulations and policies.
7. Operate within the rules of the sport including national and international guidelines, which govern swimming.
8. Not use their involvement with *Scottsdale Aquatic Club*, a member association or an affiliated club to promote their own beliefs, behaviors or practices where these are inconsistent with those of *Scottsdale Aquatic Club*.
9. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
10. Refrain from any form of harassment of others.
11. Refrain from any behavior that may bring *Scottsdale Aquatic Club*, a member association or an affiliated club into disrepute.
12. Provide a safe environment for the conduct of the team.
13. Understand the repercussions of a breach, or are aware of any breaches of, this code of behavior.
14. Be a positive role model.
15. Be aware that any felony legal conviction will constitute a violation of this Code of Conduct.
16. Will refrain from judging or criticizing others. We will not discuss individuals when not in our presence.

17. Will “PRAISE IN PUBLIC AND CORRECT IN PRIVATE”.
18. Will treat all members of the team (coaches, swimmers, parents) and our opponents with dignity and respect.
19. Will refrain from using illegal drugs, alcohol, or tobacco while on deck, in Board meetings or when conducting official duties for the team..
20. Will be dedicated and loyal to our club and teammates and vocally supportive.
21. We will remain silent and make an honest effort to listen and look when anyone is speaking.

Scottsdale Aquatic Club Conflict of Interest Policy

The standard of behavior for Scottsdale Aquatic Club is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of Scottsdale Aquatic Club on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest. I understand that the purposes of this policy are to protect the integrity of the Scottsdale Aquatic Club's decision-making process, to enable our members to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff and board members. Upon or before election, hiring or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

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In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliations), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question. The Board in its sole discretion will determine if any conflict or potential conflict of interest exists. Remedies may include termination of the activity or activities that create the conflict or disqualification from serving on the board or performance of activities for Scottsdale Aquatic Club.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signed: _____

Date: _____