

Swimmer Code of Conduct

Responsible behavior is expected from all swimmers to protect everyone's safety as well as our Club's reputation. Each member of our Club has an ambassadorial role (you are representing our Club during all Club activities) while associated with the Oak Bay Orcas Swim Club. The following rules apply at all times:

1. Safety is the prime consideration at all times. Swimmers will train in a manner that does not endanger others in the pool while under the supervision of the coaches.
2. Respect for fellow members of our Club is essential to maintain our Club's reputation. Appropriate behavior requires respectful communication with others. Oak Bay Orcas Swim Club members will safeguard each other's property and pool facility property.
3. BCSSA and the Oak Bay Orcas Swim Club have no tolerance for harassment. This includes swimmers, coaches, parents and officials, in the pool, on and off the pool deck, in the change rooms and during any team sanctioned function or electronically via social media. Harassment includes, but is not limited to the following: Any comments, conduct, or gestures which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offence or humiliation to another person or group. Abusive language, rudeness, uninvited touching, bullying, intimidation or threats are examples of harassment. Interference with another swimmers' practice.
4. The Head Coach has ultimate responsibility and authority to control behavior during all practice times.
5. The Coaches need to know about injuries so that they may adjust they may adjust the swimmer's training accordingly.
6. Policy and procedure for inappropriate or disrespectful behavior during scheduled swim practices and coach supervised workouts. This is applicable for all age groups. The coach will follow the protocol as set out below:

1st offence - Verbal warning, unless the incident is of a physical nature, i.e. hitting, in which case then move to the consequence of the 3rd offence.

2nd offence - The coach instructs the swimmer to sit out the practice.

3rd offence - The coach instructs the swimmer to sit out the practice and this will be written up as an incident report. The Club president and the swimmer's parents are promptly notified.

4th offence - If the above behavior again occurs, the Club will require the swimmer's parents to be present poolside during practice to monitor their child's behavior and intervene if requested by the coach. The swimmer will not be allowed to swim or remain on the deck during practice without a parent in attendance. Parental supervision will be required for one week, after which the situation will be reassessed.

Repeat behavior will not be tolerated and will be referred to the Executive Board for further action.

We intend to be fair, reasonable and timely in responding to any issues.

Any parent questioning the fairness of a disciplinary decision may request review by the Executive Board.

The Oak Bay Orcas Swim Club has a Club Liaison in place to support any parent and/or swimmer in identifying and resolving issues involving any aspect of the Club. Please see our Liaison Policy and Procedures for more information.