

Cascade Swim Club
Swimmer Code of Conduct

Purpose:

This document is intended to outline expected actions and behaviors for all swimmers as members of the Cascade Swim Club (“Cascade” or the “club”). Cascade is committed to providing an environment of respect that supports the pursuit of individual and team excellence. Being a member of Cascade is a special privilege, and with it comes responsibility. Irresponsible behavior by Swimmers can result in severe damage to the integrity of the club.

Application:

The Cascade Swimmer Code of Conduct outlines the Club’s expectations of each swimmer and the potential disciplinary action which may ensue resulting from inappropriate behavior during any club related function including as it relates to possible cyber / social media interactions between club members. This policy applies to all swimmers within Cascade and all competitive members over the age 11 will be required to sign and acknowledge.

Responsibilities, Guidelines and Procedures:

Cascade takes a great deal of pride in the behavior and conduct of its athletes. All Cascade swimmers are expected to:

- Represent Cascade with pride in any situation or place.
- Treat all teammates, coaches and parents with respect.
- Treat all facilities and staff with respect.
- Abide by all rules set by staff at all club functions.

The Cascade Swimmer Code of Conduct outlines the club’s expectations of each member and potential discipline resulting from inappropriate behavior during any club function. This would include practices, events, club travel, meet attendance or representation at any club sanctioned event. Infractions of the Code of Conduct are defined as either minor or major infractions. Possible disciplinary actions for both minor and major infractions are also listed. In cases where the conduct adversely affects the club’s reputation, swimmer conduct outside of club events but involving interactions between members and swimmers may be considered if serious in nature or if a formal grievance is filed.

As Cascade has a current “online” presence both through the internet and a variety of social media mediums, the club is mindful that all content displayed through online / social media must be of an appropriate and “family friendly” nature. Cascade also recognizes that any misuse or misrepresentation through its online mediums that could be interpreted as “cyberbullying”, as defined below, will not be tolerated and would be considered a major infraction of the Swimmer Code of Conduct.

Code of Conduct:

1. Prepare to do your best performance at all times.
2. Maintain high standards of behavior, politeness and sportsmanship at all times. Consistently demonstrate sportsmanship, leadership and ethical conduct.
3. Demonstrate respect to others and treat individuals fairly and reasonably.
4. Abide by Cascade policies, rules and regulations.
5. Obey curfews, schedules, and punctually for attendance at all team meetings / functions.
6. Keep all team areas, including sleeping areas neat, orderly and clean.
7. Respect the property of others and not willfully cause damage.
8. Not use alcoholic beverages.
9. Not use drugs banned or restricted by the IOC, FINA, SN/C, or which are illegal.
10. Acknowledge that injury or illness which, in the opinion of the Director of Swimming or acting competition Head Coach, may compromise one's ability to perform to one's best, may result in one's removal from that competitive opportunity.

The following guidelines should be used in consideration of whether an infraction or act of misconduct is to be considered a Minor or Major infraction. Examples have been provided but are not all encompassing.

Minor Infraction Examples (but not limited to):

1. Inappropriate or offensive language
2. Disruptions or disturbances during team functions such as swim meets, time trials, team meetings or billeting situations
3. Late attendance to team functions (i.e. team meetings; bus scheduling)
4. Curfew violations
5. Unsportsmanlike conduct such as arguing with meet officials
6. Inappropriate level of cleanliness in team areas or accommodations
7. Bullying or cyber bullying
8. Other similar infractions of minor severity

Possible disciplinary actions for minor infractions of the Swimmer Code of Conduct may be applied, singly or in combination:

- A. Swimmer/ Parent meeting to discuss the matter
- B. Verbal reprimand
- C. Written reprimand with a note to file
- D. Formal verbal apology (witnessed)
- E. Formal written apology (hand-delivered)
- F. Removal from the remainder of the event
- G. Suspension from certain Cascade activities, which may include suspension from practices and / or the next scheduled competition / event
- H. Other actions as may be considered appropriate by the Director of Swimming / Club Manager / President (or Board designate)

The following list provides examples only of major infractions; it does not include all possible major infractions, and is intended to provide guidance as to what might be considered major as opposed to minor infractions.

Major (gross misconduct) Infraction Examples (but not limited to)

1. Three or more minor infractions
2. Public misconduct (including abuse of officials, facilities, accommodations)
3. Bringing disgrace to Cascade
4. Leaving hotel, billet or other team accommodations without permission
5. Disrespectful verbal and physical conduct towards teammates (i.e. "initiation rituals" or "hazing"; bullying; cyberbullying)
6. Unauthorized sharing of private information, pictures or exploiting the privacy of others
7. Use of alcohol or illicit drugs
8. Sexual activity
9. Use of banned performance-enhancing substances
10. Other similar infractions of major severity

Possible disciplinary action for major infractions of the Swimmer Code of Conduct may be applied, singly or in combination:

- A. In the event of alleged or actual criminal activity Cascade's first step will be to involve the proper authorities. The investigation by these authorities should be complete prior to Cascade formally addressing the issue
- B. All actions as listed above in disciplinary actions for minor infractions
- C. Prolonged suspension in the form of a 1 week, 30-day, 60-day, 3-month, or 6-month period
- D. Change in member status to "no longer in good standing" and resultant expulsion from the club
- E. Other actions as may be considered by the disciplinary committee should the issue be assigned

Definitions:

Bullying

Bullying is the use of force or coercion to abuse or intimidate others. The behavior can be habitual and involve an imbalance of social or physical power. It can include verbal harassment or threat, physical assault or coercion and may be directed repeatedly towards particular victims, perhaps on grounds of race, religion, gender, sexuality, or ability.

Cyberbullying

Actions that use information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm another or others.

Use of communication technologies for the intention of harming another person. Use of Internet service and mobile technologies such as web pages and discussion groups as well as instant messaging or SMS text messaging with the intention of harming another person.

Examples of what constitutes cyberbullying include communications that seeks to intimidate, control, manipulate, put down, falsely discredit, or humiliate the recipient. The actions are deliberate, repeated, and hostile behavior intended to harm another.

Swimmer Name

November 2016

Acknowledgment (Signature)

Date