

Mount Pearl Marlins Athlete Code of Conduct

CODE OF CONDUCT FOR MOUNT PEARL MARLINS SWIMMERS GOVERNING PARTICIPATION IN THE MARLINS PROGRAM AND THROUGHOUT THE ENTIRE SWIM YEAR, INCLUDING TRAVEL.

PURPOSE

The purpose of this code is to promote the best possible individual, team, and program responsibility which supports the development of athletes at all times.

PART I – GENERAL CODE OF CONDUCT RULES

1. All participating team members will abide by this code of conduct.
2. All athletes will participate in all designated championship meets they are qualified for unless there are extenuating circumstances that have been discussed with the head coach.
3. All participants will wear designated T-shirts during all competitions.
4. Curfews at team travel events will be obeyed. Extension will only be granted by the Head Coach. Although curfew is not enforced if participant is with parents, parents are asked to respect the curfews and ensure their children do not disturb those traveling with the team.
5. Prior to curfew times swimmers will keep hotel rooms ajar and chaperones and coaches will have access at all times.
6. At curfew time swimmers will not be in rooms besides those they are assigned to.
7. During quiet times swimmers will not disrupt those that are resting.
8. Use of alcoholic beverages is unacceptable at any time.
9. Use of drugs other than those prescribed by your physician is unacceptable at any time.
10. Smoking is unacceptable at any time.
11. Disrespectful, indiscreet or destructive behavior will not be tolerated. It is the responsibility of each swimmer to make every effort to avoid guilt by association with such activities at any time during the year.
12. Swimmers will abide by all rules set by the head coach. The head coach will have final authority on all rules. In the head coaches absence the chaperone will assume such responsibility.
13. All participants and their parents have a responsibility to do their best to ensure that this Code of Conduct is adhered to and to help ensure the safety of these Program participants.

PART II- VIOLATION OF THE CODE OF CONDUCT RULES

1. **At the discretion of the Head Coach** any one or all of the following penalties will be applied:
2. Swimmer may be scratched from the meet.
3. Swimmer may be sent home immediately from practice or meet at the swimmers parents own expense.
4. Swimmer may be suspended from the team until the swimmer and parents have had a conference with the Head Coach and appropriate disciplinary actions have been implemented. This is automatic with violations of General Conduct Rules 8, 9, 10.
5. Violation of General Conduct Rules 4,6,8, 9 and (or) 10 on team trips will result in the swimmer being suspended from traveling under coach and chaperone supervision for ALL team trips, for the remainder of the swim year and/or a specific period determined by the Head Coach.

I, hereby agree to abide by the rules of conduct as set forth in Part I above and acknowledge that, should I violate any provision in Part I, I will be subject to disciplinary action, as set forth in Part II, including suspension.

Signature of Swimmer

Date

Signature of Parent/Guardian

Date

Dealing with Violations of the Code of Conduct

Violations of the Code of Conduct should be dealt with at the level where they happen, in the training group with the group Coach. However, if the results are not satisfactory then the problem should be taken to the Head Coach. If it is still not resolved then the Club President should be informed.

Violations of the Code of Conduct will usually be dealt with in the manner listed below. However, more serious breaches of the code may result in swifter or stronger disciplinary measures.

1. Verbal warning to the member

It must be made clear to the person that he or she is in violation of the code.

2. Member is removed from pool deck

If the behavior is of a more serious nature or continues, the individual is immediately removed from the situation and informed of the possible consequences if the behavior is not corrected. In the case where the offending member is a swimmer his or her parents are notified and informed. The member may be asked to write a letter of apology to those people affected.

3. Meeting

If the behavior is of a more serious nature or continues, The member is once again removed from the situation and meeting is set for the purpose of discussing the violation and its consequences, which will most likely include a suspension. In the case where the offending member is a swimmer his or her parents will be contacted to arrange the meeting.

4. Final Meeting

If the code is broken again, Expulsion may be an option, depending on the situation. An expelled member may apply to a Discipline committee for re-entry during the following swim season.

Issues With Harassment

If you feel the actions of another club member, coach or parent, are preventing you from participating fully and equally in the activities of the Mount Pearl Marlins you are encouraged to bring the matter to your individual coach. However, if his or her response is unsatisfactory or you do not feel comfortable with that situation you should speak with a club executive member. The executive member will listen to your concerns and provide assistance.

Other individuals you could also speak to are:

Your parents
The Head Coach
A senior swimmer.

These individuals will report your concerns to the club president on your behalf. If for any reason you do not feel comfortable with the people listed above please contact Swim Newfoundland and Labrador's Provincial Harassment Officer at 576-7946.

Discipline Committee

Emphasis will be placed on correcting the undesirable behavior as opposed to punishment.

A Committee will determine appropriate discipline in instances of an unresolved issue referred from any executive member, where the authority to determine discipline exceeds that of the Head Coach, or in situations of a serious offense.

The Discipline Committee will consist of three executive members. In the case of a conflict with executive board members, the President shall select two alternate parents to assist the committee. The nature of discipline will be reasonable and progressive. If discipline is warranted it could range from a verbal or written warning to dismissal from the club, if the undesirable behavior continues. However in cases of a serious offense, the Committee may choose discipline that reflects the degree of seriousness, bypassing progressive levels of discipline.

In all cases the Committee will contact the offender. In the case of a swimmer, the parents will be contacted. After information has been gathered from all parties involved, The nature of the offense will be outlined as will the negative impact such behavior has on the club. In all cases the committee will take into consideration other, personal contributing factors to the undesirable behavior.