***ROW Athlete’s Code of Conduct***

The ROW Swim Club is committed to providing an environment in which all individuals are treated with courtesy and respect. Members and participants of the ROW Swim Club shall conduct themselves at all times in a manner consistent with the values of the ROW Swim Club and Swimming Canada, which includes fairness, integrity and mutual respect. During the course of all ROW Swim Club activities and events, members shall avoid behaviour, which bring ROW or the sport of swimming into disrepute.

Members of the ROW Swim Club shall not engage in any activity or behaviour, which interferes with another swimmer's training or which endangers the safety of others. Members of the ROW Swim Cub shall refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment or abuse, will not be tolerated and will be dealt with under the Swimming Canada Harassment and Abuse Policy. Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of Swimming Canada. Such action may result in the member or participant losing all privileges which come with membership in the ROW Swim Club including the opportunity to participate in ROW Swim Club activities and events, both present and future.

**The Code**

Swimmers of the Region of Waterloo Swim Club represent themselves, the Club, the sport of swimming and their community when they train and compete at any location, when they travel to and from meets, as well as other events where the club is represented. The Club is striving to project an image that will make us all proud of our sport and our swimmers. Therefore, all individuals in the Region of Waterloo Swim Club will be expected to abide by the following Code of Conduct. The Code of Conduct is in effect for the entire swimming session. Everyone signing the Code of Conduct agrees that he/she will abide by it as a representative of the Region of Waterloo Swim Club. Infractions of the Code of Conduct may result in disciplinary action.

**In General:**

1. Swimmers will not be allowed to drink or carry alcoholic beverages, nor use drugs other than those prescribed by a physician. Such drugs MUST be reported to the coaching/managerial staff. However, proper administration of the same will be the responsibility of each individual concerned. There is a zero tolerance policy and any infraction will result in the swimmer being disciplined and the swimmer or swimmer’s family will assume any cost of such discipline.
2. Appropriate behavior is mandatory. When behavior is deemed unacceptable by the coaches/chaperones/accompanying staff that swimmer may be disciplined. If this occurs at a competition the swimmer may be scratched from the competition and sent home at his/her own expense. In extreme cases, dismissal from the Club may result should it be deemed necessary in the opinion of the staff and upon Board approval according to the ROW Policy and Procedures Manual.
3. Orderly and reasonable behaviors is expected while resprenting the Club.
4. Quiet behaviour is expected at our local training facilities to respect that we are only one of many users of the facility.
5. With Respect to Competitions. All team members are expected to respect each individual’s needs (e.g. for rest/study times/for privacy) which will vary from trip to trip.
   1. Male and female swimmers must have permission from coaches/chaperones to be in each other’s rooms.
   2. Athletes from other teams are not allowed in the swimmer’s hotel rooms.
6. Swimmers 16 years of age and over may be left alone in their hotel room at the discretion oF coaches/chaperones.
7. Curfews as determined by the staff are set to ensure proper rest for all swimmers. These must be adhered to at all times. Failure to comply may result in that swimmer being scratched from competition or in severe cases, sent home at his/her own expense.
8. When being billeted, athletes must be on the BEST behaviour at all times. Conditions will not always be ideal and unreasonable behaviour will not be tolerated. Failure to comply may result in that swimmer being scratched from competition and in extreme cases sent home at his/her own expense.

**In All Instances:**

Swimmers should consider it their responsibility to report any behaviour that does not adhere to the Code of Conduct to the coaches or to the chaperones.

The following summarizes the code of conduct expected of members of the ROW Swim Club. These policies have been adopted by Swimming Canada and all Canadian sports organizations.

**Application & Scope**

1. This policy applies to all categories of members in the ROW Swim Club as well as to all individuals participating in activities of or employed by the Region of Waterloo (ROW) Swim Club, including, but not limited to, swimmers, their parents, coaches, officials, organizers, managers, volunteers, directors, officers and employees.
2. This policy applies to harassment including bullying which may occur during the course of all Region of Waterloo Swim Club business, activities and events, including but not limited to competitions, team practices, training camps, exhibitions, meetings and travel associated with these activities.
3. Within this policy, the words harassment and harass shall include bullying and bully.

**What is Harassment?**

Harassment is a behaviour, by one person towards another, which is insulting, intimidating, humiliating, malicious, degrading or offensive. It creates negative and uncomfortable feelings for the person, or group of persons, to whom it is directed. Such a person may feel anything from discomfort or embarrassment in the presence of the person or group of people displaying the behaviour, to a feeling of terror or even fear for their safety. Harassment can take many forms whether physical, verbal, sexual, or emotional, and most often involves a combination of these elements. One of the defining characteristics of harassment is that it usually takes place where one person is in a position of power over another, or has the trust of another, and then abuses the relationship. It doesn’t matter that a person did not mean their behaviour to be harassing or did not intend to abuse their position of power or trust. It is the effect of the behaviour that is most critical. Types of behaviour which constitute harassment include, but are not limited to,

* Unwelcome remarks, innuendo or teasing about a person’s looks, body, attire, age, race, religion, sex or sexual orientation.
* Written or verbal abuse, or threats.
* Condescending, patronizing, or threatening behaviour that undermine self-esteem or diminish performance.
* Practical jokes that cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance.
* Unwanted or unnecessary physical contact including touching, patting, or pinching.
* Unwelcome flirtation, sexual advances, requests, or invitations.
* The display of visual material which is offensive or which one ought to know is offensive.
* Leering or other suggestive or obscene gestures.
* Any form of hazing.
* Any form of physical assault.
* Any sexual offence including sexual assault.
* Behaviours such as those described above that are not directed towards individuals or groups but have the effect of creating a negative or hostile environment.

**What is Bullying?**

Bullying is defined as hurtful interpersonal mistreatment of a person and is an act of intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Basically, it is “mean” behaviour.

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| **Bullying is not …** | **Bullying is …** |
| Conflict between friends | Hurting behaviours based on oppression and “meanness” |
| An argument between people of equal power | Based on power deferentials |
| Accidental | Intentionally harmful |
| Normal relational development challenges | Intense and long in duration |
| A “one-time” event (usually) | Repeated over time (generally) |
| Friendly teasing that all parties are enjoying | Oppressive – isolates victims |
| Something people grow out of | Caused by many factors and behavioural challenges |

Hurtful actions include, but are not limited to,

* Physical – i.e., hitting, kicking, grabbing, shoving, spitting on, beating others up, damaging or stealing another person’s property.
* Verbal – i.e., name-calling, humiliating, degrading behaviour, hurtful teasing, threatening someone (this may happen in notes or in person, over the phone, through text messages or a chat room).
* Relational – i.e., making others look foolish, excluding peers, spreading gossip or rumours (this may happen in person, over the phone, or through the computer).
* Reactive – i.e., engage in bullying as well as provoke bullies to attack by taunting them.

The following sudden behaviour changes can be a sign that a individual is being harassed: suddenly becoming aggressive, quitting the team or being reluctant to return to the sport activity, sleep disorders, emotional disorders, sliding grades at school, changes in appetite, fear of washrooms, locker rooms, or closed doors, running away.

**Further Reading**

[Harassment Policy and Procedure, Swimming Canada](https://www.swimming.ca/Harassment)  
[Fair Play for All, OMHA](http://www.omha.net/flash.asp?page_name=flash.asp?page_id=306)  
[A Guide to Understanding Bullying, Harassment and Abuse For Parents and Guardians, Hockey Canada](http://www.hockeycanada.ca/index.php/ci_id/25661/la_id/1.htm)  
[Articles - Bullying, Centre for Sport and Law](http://www.sportlaw.ca/writings.php#bullying)