



Code Of Conduct

Saint John Fundy Aquatic Swim Club, TIDE, acknowledges that not only do the coaches and assistants have responsibilities to the swimmers, the swimmers themselves and their parents and guardians have similar responsibilities to the club and its officials.

The club has therefore developed a code of conduct which covers the roles, responsibilities and expectations of members, coaches, officials, parents and guardians while taking part in any club activities.

All club members are expected to comply with the following 'Code of Conduct' guidelines while taking part in any club activities. Above all, it is expected that all members of TIDE Swimming Club, coaches, volunteers, poolside officials and parents alike; when attending any training session, social event or swim meet will:

- Behave without discrimination on the grounds of age, gender, race, religion, sexual identity, or disability as set out in this Code.
- Respect the rights and dignity of each member of the club and all other competitors/swimmers.
- Treat other competitors and teams with respect in victory and defeat.
- Comply with the codes, rules and laws within the guidelines set out by the Swim Canada SNC and Swim NB.
- Observe the authority and decisions of all officials.

To assist these aims, this document establishes a set of guidelines and procedures which outline the responsibilities and behaviour of swimmers, staff and parents associated with the club; and lays down what members and parents can expect of the club, together with the club's expectations of its members.

Swimmers - Training and Pool Discipline

Please remember to:

- Attend all the training sessions as required by the coach. The more you get to, the better you'll become.
- Be punctual for practice sessions and swim meets.
- Arrive in plenty of time for stretching on poolside before starting swimming.
- Arrive in a positive frame of mind, ready to train at the level your coach requires.
- Bring all your equipment with you - goggles, pull buoys, kick boards, hand paddles, swim fins and water bottles. Look after them.
- Respect coaches, assistants, officials and other club members.
- Concentrate on what your coaches tell you and do as they ask. Coaches are there for your benefit, not their own. They are there to make you a better swimmer.

- Please observe and respect the rules of the Aquatic Center as well as the various swimming pools we train or compete in.
- Please do your best to make yourself available to swim in meets as recommended by your coaches.
- Please remember to wear club approved swimsuits, swim caps, and clothing (T-shirts track suits etc.) at all competitions. We want to promote a positive team image.

When you are in the pool, particularly at practice, please remember:

- Try to end each session having accomplished something.
- Practice makes perfect. The more you put into training sessions, the more you will get out of them. What you have missed in practice, you will find difficult to do when it really matters, in a race!
- Winning is not necessarily the goal in practice. Winning is for competition. There are times in practice when other things such as technique or training correctly at the right intensity are more important.
- There are no shortcuts to success. If you cheat by taking shortcuts such as missing out sets, not taking the required rest, pulling on the lanes ropes, missing out on correct turns, turning before the end of the pool, walking the first and last few metres of every length in the shallow end; you are only cheating yourself. If you can't finish sets, you shouldn't be there!
- Pace yourself properly, do all the repetitions your coach asked for, and take the rest your coach requires, no more and no less.
- Finish each length correctly. Swim hard into the wall. No stopping at the end, putting your feet on the bottom and chatting during sets.
- Turns are very important. They can make up to a quarter of the race. Please make sure you do all the turns correctly and quickly.
- Think about streamlining at all times, it is very important.
- Think about your technique at all times, it is equally important.
- Sets swum badly will be repeated by the individuals concerned.
- Drink plenty of fluids during training to avoid dehydration.
- Behave in the manner expected both on poolside at training and particularly at swim meets.
- Do not interfere with other swimmers in your lane. Get on with what you are supposed to be doing and let other swimmers get on with their training. If others are faster than you, let them overtake without hindering them. If you are overtaking someone, then overtake properly, not by pulling him or her back.
- Poor behaviour in the pool will not be tolerated, especially if it affects others. Throwing or hiding kick boards, pull buoys, drink bottles etc. is unacceptable.
- Be aware that swimmers consistently interfering with others training either in pool or on deck will risk being asked to leave the pool.
- At swim meets after each race go directly to your coach for feedback. Get your feedback and prepare for your next race and do not monopolize the coaches' time or take away their attention from other swimmers' races.

Swimmers - General Behaviour

- Behaviour and Personal Conduct must at all times be of high standard and reflect favourably on the club and the sport. Language in public or relevant group situations must always be appropriate and socially acceptable.
- Politeness at all times to your fellow team members, coaches, opposition and pool officials.
- The use of profane or improper language is not acceptable. Angry outbursts and arguing are not acceptable.
- Swimmers are expected to demonstrate a positive attitude at all times with the knowledge that they, alone, are responsible for their actions. They must treat their coaches with respect and courtesy.
- Whining, back talking, rolling eyes, teasing, mocking, failure to listen to others are all unacceptable.
- Swimmers are expected to demonstrate behavior that at all times is respectful at practices and at competitions, in the pool area, in the locker room, during travel, on social networks and mobile messaging. Swimmers shall not speak disparagingly of any other athlete (a teammate or member of another club), coach, official, administrator, sponsor, spectator, chaperone or volunteer. They shall refrain from comments or behaviours which are offensive, abusive, racist or sexist.
- Consumption of alcohol is totally forbidden for athletes under age as defined by law. It must not be consumed by swimmers.
- Smoking is prohibited by swimmers and staff while en route, prior to, during or following a competition event, training session or team activities.
- Personal appearance shall be appropriate to the circumstances. Team suits and equipment shall be worn as directed by the Coach when competing and training.
- Attendance at all activities is expected unless agreed by the Team Manager. Throughout the duration of any trip swimmers should inform staff of their whereabouts. Punctuality on all occasions is essential.
- The use of any drugs or substances other than for medical reasons is prohibited.
- Medication. It is important that information on all medication being currently taken should be reported to the Coaches who will report it to the relevant personnel. Allergies to any medication must be reported to the team.
- Illegal and performance enhancing drugs and substances are strictly forbidden.
- Finally, the dressing rooms have been the site of unnecessary horseplay and bullying. Change rooms are for changing only. In the past, complaints have been reported to the swim club regarding inappropriate behavior in the change rooms and this behavior will not be tolerated. If there is any bullying, a suspension is automatic. Other horseplay will be punished also and it is the parent's responsibility to ensure that their children act appropriately.

Discipline

With limited training times, we cannot afford coaches wasting session time continually disciplining swimmers and if necessary, we will enlist the support of parents in resolving behavioral issues.

- Swimmers disrupting sessions for whatever reason will be issued an initial warning by the coach.
- Swimmers continuing to ignore the warning will be asked to leave the pool.
- If there are repeated offences a letter will be sent home and the offender will only be allowed to attend subsequent sessions with a parent present, while the problem continues.
- More serious breaches of the Code of Conduct will be reported to the TIDE Parents executive and the matter will be discussed at the next committee meeting.
- The Parents Executive has the right to decide on any matters not covered in the Code of Conduct.
- The failure of any TIDE team member to continually comply with all of the code of conduct will result in sanctions being taken under the club rules which may result in permanent exclusion from the team, forfeiting any dues paid.

Bullying

Bullying will not be tolerated in any form.

What Is The Definition of Bullying?

- A lot of young people have a good idea of what bullying is because they see it every day! Bullying happens when someone hurts or scares another person on purpose and the person being bullied has a hard time defending himself or herself. Usually, bullying happens over and over.
- Punching, shoving, and other acts that hurt people physically
- Spreading bad rumors about people
- Keeping certain people out of a "group"
- Teasing people in a mean way
- Getting certain people to "gang up" on others
- Finally, the dressing rooms have been the site of unnecessary horseplay and bullying. Change rooms are for changing only. In the past, complaints have been reported to the swim club regarding inappropriate behavior in the change rooms and this behavior will not be tolerated. If there is any bullying, a suspension is automatic. Other horseplay will be punished also and it is the parent's responsibility to ensure that their children act appropriately.

Bullying also can happen online or electronically. Cyberbullying is when children or teens bully each other using the Internet, mobile phones or other cyber technology. This can include:

- Sending mean text, email, or instant messages
- Posting nasty pictures or messages about others in blogs or on Web sites
- Using someone else's user name to spread rumors or lies about someone

Code of Conduct for Parents/Guardians/Caregivers

The club recognizes the vital role that parents play and realizes it cannot meet its aims and objectives without the help and support of its parents. An important aim of the club is to encourage appropriate ethical behaviour among its members. Parents, guardians and caregivers are important role models and in this respect, they can best support the membership by displaying the behaviours set out below:

- Remember children swim and play for their own enjoyment, not their parents.
- Encourage your child to learn the rules and play within them.
- Ensure children behave in a manner that does not interfere with other swimmers.
- Encourage your child to follow the coaches' advice.
- Remember that the pool deck is for coaches and swimmers. If they need your help, they will request it.
- Teach your child that honest effort is as important as victory so that the result of each competition is accepted without undue disappointment.
- Discourage unfair play and arguing with officials.
- Keep winning and losing in perspective. Help your child recognize good performances, not just results.
- Never force your child to take part in sport.
- Set a good example and applaud the good performances of competitors, teams, with respect in victory and defeat.
- Never punish or belittle a child for a poor swim, making mistakes or losing.
- Accept officials' judgments and comply with the codes, rules and laws within the guidelines set out by the SNC.
- Encourage your child's involvement and help them enjoy the sport. Use correct and proper language at all times.

In addition, for the guidance of parents, and to prevent possible misunderstanding, we set out the club's basic expectations of parents below.

- Bring your child to practice regularly and on time and ensure they have the correct equipment.
- Arrive in time to collect their children at the end of training sessions.
- Familiarize yourself with the organization and rules of the club.
- Keep up to date with club information posted on the notice board and club web site.
- Pay required membership, training, registration and meet fees regularly and on time.
- Inform the club promptly of any change in contact information and any other relevant information we need to know about to facilitate your child's participation, safety and welfare.
- Do not allow your child to swim if they are unwell, particularly if they have any open wound or have an upset stomach.
- Inform the club of any health concerns your child may have, whether permanent or temporary.
- Please share your concerns with club coaches and officials.
- Be involved with club activities either as a Committee Member or swimming official and share your expertise.
- Support the club at club swim meets, social events and other functions.

- Be aware of swim meet dates and keep them available as far as possible (we will publish meet lists and attempt to give plenty of notice of meets to enable parents to arrange lives around swimming commitments).

Club Coaches, Officials, Volunteers

The club promotes a high standard of ethical conduct and practice. All club coaches, officials, poolside helpers and volunteers must follow the principles set out below:

- Behaviour and Personal Conduct must at all times be of high standard and reflect favourably on the club and the sport.
- Be a positive role model, set good examples.
- Recognize the importance of fun and enjoyment in coaching.
- Consider the well being and safety of swimmers before development of performance.
- Develop an appropriate working relationship with swimmers, based on mutual trust and respect.
- Ensure all activities are appropriate to the age, ability and experience of those taking part
- Promote the positive aspects of the sport.
- Follow all guidelines laid down by the Swimming Canada, Swim NB and the club.
- Ensure swimmers are selected for competition on their ability.
- Work to gain and maintain the appropriate valid qualifications.
- Never exert undue influence over swimmers to gain personal benefit or reward.
- Never condone rule violation, rough play, or use of prohibited substances.
- Encourage all swimmers to value their performance, and not just results.
- Recognize and celebrate good performance.
- Respect the basic human rights, worth and dignity of all members.
- Take appropriate and timely action on behavioral problems.
- Keep parents updated on their child's progress.
- Start and finish training sessions on time.

All unresolved grievances and complaints are to be submitted in writing to the Board of Directors who will have the responsibility to arrange meetings with those involved, to hear all sides and to make a decision about how to resolve the difference.

I have read and agree with the TIDE Code of Conduct and Discipline Policy.

Parent/Guardian's Signature: _____

Swimmer's Signature: _____

Date: _____

(day-month-year)