



BOARD MEMBER & COACH CODE OF CONDUCT

The Front Range Barracuda Swim Club (“FRBSC”) is a not-for-profit 501c3 parent board-run team. All decisions by the Board of Directors and the Head Coach shall be made within the parameters and uphold the principles of the mission statement. The purpose of the Board is to set the general direction and policy of the team, and to ensure that all decisions are made in adherence to the team’s mission. The Board’s responsibilities do not overlap or interfere with the responsibilities of the team’s Head Coach. The Head Coach handles the day-to-day operations of the team.

Board Members and Coaches will:

- Read the information provided in the the FRBSC bylaws, and have a clear understanding of Board responsibilities, team policies and governance structure.
- Uphold the code of conduct for yourself and others.
- Maintain the financial viability of the team.
- Provide credible and effective oversight to the organization’s work without personal bias.
- Respect the confidentiality of sensitive information about the team, its members, constituents, donors, board and employees.
- Act at all times in accordance with the highest ethical standards and in the best interest of the Front Range Barracuda Swim Club, its members, donors and reputation.
- Treat all individuals with fairness and respect, embrace diversity and implement practices that are inclusive of all types of athletes consistent with the team’s mission.
- Participate in relevant Board training opportunities.
- Attend Board meetings and be prepared. Complete necessary training and reading. Come prepared to discuss topics on the agenda.
- Not take or allow to be taken, any action, or conspire with or instigate any other person to take or allow to be taken, any action which could bring the sport of swimming, the Front Range Barracuda Swim Club, or USA Swimming into disrepute.
- Agree that he or she has never been convicted of a crime involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors, or similar offenses, or to have been found by a Board of Review or the National Board of Review to have committed actions which would be the basis for a conviction and that she or he has never acted in a manner which might bring into disrepute the Front Range Barracuda Swim Club.
- Whenever a director or officer has a financial or personal interest in any matter coming before the Board of Directors, the affected person shall a) fully disclose the nature of the interest and b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that it is in the best interest of the corporation to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention and rationale for approval.

By signature below, each Director and Coach agrees to uphold the terms of this agreement.

Signature: _____ Date: _____