

ALL SWIMMERS AND PARENTS MUST READ AND SIGN THE SPOKANE WAVES Minor Athlete Abuse Prevention Policy - Policy updated June 2021

Spokane Waves Aquatic Team

2021-2022 Team Policies and Code of Conduct

(Parent/Guardian and Swimmer(s) must Read and Sign)

The Spokane Waves Aquatic Team practices and competes in rented facilities under an agreement and/or contract with Whitworth University, Eastern Washington University, YMCA, Spokane Parks Witter Pool, or other out of town facilities during competitions or closures. SWAT members and athletes must conduct themselves in a manner respectful of all policies and property at all facilities. Any violation of policies at any facility may result in disciplinary actions by the facility management and our team as detailed in this policy.

TEAM POLICIES:

1. **MISSED WORKOUTS:** No dues credit or special make-up workouts are given when a swimmer misses a scheduled workout.
2. **ATTENDANCE:** Consistent workout attendance is essential to maintain conditioning and to prevent injuries. Arriving on time is also expected so the coaches will not have to repeat important information, and so all swimmers will get the maximum benefit from the workout. Participation in swim meets is not required, but is strongly recommended.
3. **COACHING:** The Spokane Waves Aquatic Team coaching staff is motivated, experienced, and knowledgeable in the sport. Parents are expected to trust the coaches to do their job, but are welcome to discuss any questions and/or concerns with their child's coach before or after practice. Alternatively, an email or phone call to your coach expressing your concerns can be made, and the coach will get back to you as soon as possible.
4. **HOLIDAYS AND VACATIONS:** These are built into the fee structure. There is no reduction in training fees for vacations or holiday breaks. (Unexpected pool or equipment breakdowns can also contribute to reduced training time).
5. **LOCKER ROOMS:**
 - Spokane Waves swimmers, parents/legal guardians, and all non-athlete and adult athlete Applicable Adults will follow the USA Swimming Minor Athlete Abuse Prevention Policy in regards to locker room behavior, monitoring and access. (See link below).
 - **SWIMMERS MUST CLEAN UP AFTER THEMSELVES - BE NEAT AND TIDY - NO LITTERING**
 - **KEEP SHOWERS SHORT AND TURN WATER OFF WHEN FINISHED.**
 - **NO YELLING OR SHOUTING ALLOWED.**
 - **SWIMMERS CAUGHT DAMAGING WITH INTENT ANY PROPERTY OF WHITWORTH UNIVERSITY, EWU, OR WITTER MAY FACE SUSPENSION OR EXPULSION AND BE HELD FINANCIALLY RESPONSIBLE.**
 - **USING THE LOCKER ROOMS IS A PRIVILEGE, NOT A RIGHT. ABUSE MAY RESULT IN THE LOSS OF THAT PRIVILEGE.**
 - Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. The USA Swimming Minor Athlete Abuse Prevention Policy prohibits the use of such devices in the locker room or other changing area:

PARENT AND SWIMMER CODE OF CONDUCT:

The Spokane Waves Aquatic Team (SWAT) is fortunate to have professional, highly experienced coaches working to develop your children into better swimmers and into more disciplined people. As members of SWAT, it is essential that we give the coaching staff the respect and authority they deserve to train swimmers and run our swim team. It is the expressed intention of SWAT to set forth procedures that will aid in identifying any behavior that the team finds undesirable, and to define a process for addressing any alleged occurrence. In order to achieve our goals, contribute to the team's success, and to maintain a positive and productive atmosphere for swimming, the following Code of Conduct has been established.

PARENTS:

SWAT as an organization expects the following behavior from parents:

- Open communication between parents, swimmers, and coaches emphasizing goal-setting and focusing on the performance expectation of both the swimmer and the parents.
- Meeting with the coaches/swimmers/parents during hours prearranged with the coach to discuss issues.
- Direct concerns as stated in the SWAT Conflict Resolution Policy; and then if concerns are not satisfactorily addressed, direct to the SWAT Board of Directors. SWATBoard@spokanewaves.org
- Positive reinforcement of all swimmers in all situations-team spirit, team loyalty, and by setting the right example for the swimmers by demonstrating sportsmanship and showing respect and common courtesy at all times to the team members, coaches, competitors, officials, parents and all facilities.
- Parental involvement on the Board of Directors, officiating and chaperoning, and in the volunteering for and running of meets and other team events. Parents involved in these activities will complete annual Athlete Protection Training as required by USA Swimming, along with background checks per USA Swimming schedule.
- Regular payment of fees, unless other arrangements for payment have been made and approved by the organization's Registrar and President.
- *Understanding of the requirements of USA Swimming Minor Athlete Abuse Protection Policy specifically regarding the following topics:*
 - One-on-one interactions
 - Travel requirements, both local and team travel
 - Social Media and Electronic Communications
 - Locker Room and Changing Area restrictions
 - Rules regarding massages and rub-downs

These policies can be found on our website at
<https://www.teamunify.com/team/ieswat/page/safe-sport>

SWAT as an organization will not tolerate the following behavior from parents:

- Coaching your children at practice or during swim meets. That is the coach's job.
- Interrupting or confronting the coaching staff or officials on the pool deck during practice or at swim meets.

- Abusive or disrespectful language or actions towards coaches, swimmers, parents, officials or parents.
- Any behavior that brings discredit or disruption to our swimmers and our organization.
- Parent behavior may be grounds for the suspension or expulsion of a family from the team

SWIMMERS:

Expectations:

- All swimmers will be at practice on time with all required equipment. If swimmers are going to be late or need to leave early, they will notify the coach ahead of time.
- All swimmers will follow the directions and instructions of the coaching staff and display proper respect and sportsmanship toward coaches, officials, administrators, teammates, fellow competitors, Aquatic staff members and the public at all times.
- *All swimmers will understand the requirements of USA Swimming Minor Athlete Abuse Protection Policy (MAAP) specifically regarding the following topics:*
 - One-on-one interactions
 - Travel requirements, both local and team travel
 - Social Media and Electronic Communications
 - Locker Room and Changing Area restrictions
 - Rules regarding massages and rub-downs

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- All adult athlete swimmers will annually complete Athlete Protection Training as provided by USA Swimming
- All swimmers will refrain from using inappropriate language or humor, inappropriate physical contact, violence, behaviors deemed dishonest, offensive, or illegal.
- The possession or use of alcohol or tobacco products by any athlete is prohibited. The possession, use or sale/distribution of any controlled or illegal substance or any form of weapon is strictly forbidden.
- All swimmers will refrain from inappropriate physical contact or intimate displays of affections towards other participants while participating at any Spokane Waves Aquatic Team practice, event or activity.
- All swimmers will only engage in age appropriate activities while participating at any Spokane Waves Aquatic Team practice, event or activity. Swimmers will set a good example of behavior and work ethic for their younger teammates.
- No deck changes are permitted. Athletes are expected to use available change facilities.
- Team members are reminded when competing in meets, traveling on trips, and attending other meet-related functions, they are representing both themselves and the Spokane Waves Aquatic Team. Athlete behavior must positively reflect the high standards of our Team.
- During Team travel, swimmers are to remain in direct supervision of the designated chaperones, follow team curfews, as well as travel requirements of the MAAP.

- Swimmers will show respect for all facilities and property (including locker rooms) used during practices, competitions and team activities. Cell phone/camera use is prohibited in locker rooms. (MAAPP)
- If a swimmer disagrees with an official's call, they will talk with their coach and not approach the official directly.
- All swimmers will report any inappropriate behavior to the coaching staff immediately upon recognizing or hearing about such behavior.
- Swimmers will obey all of USA Swimming's rules and code of conduct, and understand that if they violate this code of conduct, that they will be subject to disciplinary action as defined by this team policy.

The types of objectionable behavior shall be divided into three (3) classifications:

Class I Objectionable Behavior:

- Unacceptable behavior at SWAT swim team practices, competitions and team functions that include, but are not limited to: minor vandalism, being disruptive in practices or meets, bullying, harassment or any unsafe behavior that could result in injury, abusive language or behavior, insubordination to members of the coaching staff, chaperones, or others, inappropriate communication, behaviors, or interaction between any SWAT members (i.e. inappropriate texting messages or pictures, as well as inappropriate messages or pictures on any social media communications), and other acts of misconduct as determined by the coaching staff.

Disciplinary Procedure:

- Handled by the Coaching staff. Discipline can include but is not limited to extra laps, clean-up duties, suspension from practice, and/or suspension from meet(s).
- Anytime a swimmer is removed from a practice session or meet, the parents and Board President will be notified.
- The swimmer and Coach will again review the team Code of Conduct. The Coach will maintain a record of each incident; including the date, description of the event, and swimmer(s) involved.
- Upon two or more dismissals, a meeting will be called involving the swimmer, the coach, the parents and the Board President.
- Three (3) Class I offenses within a continuous 24 month period will result in the offense being considered a Class II Objectionable Behavior.

Class II Objectionable Behavior:

Unacceptable behavior at the SWAT swim team practices, competitions and team functions that include, but are not limited to: Fighting, possession or use of illegal drugs, alcohol, or tobacco, theft, or significant vandalism, repeated Class I objectionable behaviors.

Disciplinary Procedure:

- Hearing before a Disciplinary Committee consisting of three members of the Board chosen by a majority of the Board.
- The Committee shall send notice of hearing to the Parent/Guardian and swimmer with parent/guardian and swimmer being given the opportunity to be present;
- The facts shall be presented by the Board President or his/her designee; the Head Coach shall be present in an advisory role.

- The Committee decision will be mailed to the parent/guardian and swimmer within one week of disciplinary hearing.

Recommended Discipline:

1st Offense - Suspension* from the team for a minimum period of seven (7) calendar days of the swimmer’s season (these days may extend into the swimmer’s next season, if needed).

2nd Offense - Suspension* from the team for a minimum period of thirty (30) calendar days of the swimmer’s season (these days may extend into the swimmer’s next season, if needed).

3rd Offense - Three shall be considered a violation of Class III Objectionable Behavior and handled according to the disciplinary proceedings of Class III Objectionable Behavior.

* Terms of suspension shall be spelled by the Disciplinary Committee and must be adhered to by the swimmer/parents in order to be reinstated by the Committee at the end of the suspension period. During the periods of suspension, swimmers remain a member of the Spokane Waves Aquatic Team and thereby all dues and fees are still due in full from the swimmer. The swimmer cannot be reinstated until any fees and/or dues that are in arrears are paid in full.

Class III Objectionable Behavior:

Unacceptable Behavior (including, but not limited to): Sale or distribution of illegal drugs; conviction of felony and fighting that results in the severe bodily injury of any person (regardless whether at a club activity or not).

Disciplinary Procedure:

- Board shall send notice of hearing to the parent/guardian and swimmer.
- Hearing before a quorum of the Board with parent/guardian and swimmer being given the opportunity to be present; the facts shall be presented by the Board President or his/her designee; the Head Coach shall be present in an advisory role.
- The Board decision to be mailed to the parent/guardian and swimmer within one week.

Recommended Discipline: Behavior may result in membership termination or other action as determined by the Board.

Signatures

During the registration process, you provide electronic acknowledgement of your understanding of the policy. However, we ask that you also please print and sign this document for each swimmer and have your swimmer turn in the form to your swimmer(s) coach.

I agree to abide by the rules of conduct as set forth in this Code of Conduct and acknowledge that, should I violate any provision, I understand the procedure of disciplinary action.

Parent Signature

Date

Swimmer Signature

Date

CONFLICT RESOLUTION

Communication is the best way to reduce conflicts within the club. Coaches usually have time after practice to answer questions or provide information. Sending an email or a note with your swimmer is also a good way to get information to them.

When conflicts between a swimmer/parent and coach do arise, please try hard to increase communication between the affected parties and not decrease communication. Refrain from discussing disagreements with other parents rather than taking them directly to the coach or Board of Directors. Not only is the problem never resolved that way, but this approach often creates new problems.

Listed below are some guidelines for a parent raising some difficult issues with a coach:

- Try to keep foremost in your mind that you and the coach have the best interests of your child at heart. If you trust that the coach's goals match yours, even though his/her approach may be different, you are more likely to enjoy good rapport and a constructive dialogue.
- Keep in mind that the coach must balance your perspective of what is best for your child with the needs of the team or training group. On occasion, an individual child's interest may need to be subordinate to the interests of the group. In the long run, the benefits of membership in the group may compensate for occasional short term inconveniences.
- If your child swims for an assistant coach, always discuss the matter first with that coach following the same guidelines and preconceptions noted above. If the assistant coach cannot resolve your concern satisfactorily, then ask that the head coach join the dialogue as a third party.
- If the head coach cannot resolve your concern then bring the issue to the President of the Board of Directors.

If another parent uses you as a sounding board for complaints about a coach's performance or policies, encourage the other parent to speak directly to the coach.

The following procedures regarding problems, questions, or complaints must be followed by the families who elect to become part of the Spokane Waves Aquatic Team.

A. Problems/questions/complaints regarding practice, stroke instruction, meets, team rules, or any other part of the TRAINING program should be discussed with the following individuals, in order, until the situation is resolved:

1. The swimmer's coach
2. The head coach
3. The President of the Board of Directors
4. The Board of Directors at a board meeting

B. Problems/questions/complaints regarding any other area of the team should be discussed with the following individuals, in order, until the situation is resolved.

1. The chair of the committee of the area in question

2. The President of the Board of Directors
3. The Board of Directors at a board meeting

C. Problems/questions/complaints regarding other parents/swimmers should be discussed with the following individuals, in order, until the situation is resolved.

1. The parent/swimmer in question
2. The President of the Board of Directors