EMMAUS AQUATIC CLUB
CODES OF CONDUCT

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Emmaus Aquatic Club (EMAC) is a USA Swimming club. We are proud of our history, reputation and our mission. We expect high standards and behavior from all people involved in all aspects of our organization. At every level of sport, the principles of fairness, respect, responsibility and safety should be maintained.

EMAC is, at all levels, committed to upholding the principles of:

Fairness

Operating within the spirit of the rules, never taking an unfair advantage and making informed and honorable decisions

Respect

Recognizing the contribution that people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.

Responsibility

Taking responsibility for one's actions and being a positive role model at all times.

Safety

Encouraging healthy and safe procedures, preventing and reporting dangerous behavior, while demonstrating concern for others.

Excellence

Working hard to achieve the highest level of athleticism you can every day.

GENERAL CODES OF CONDUCT

EMAC promotes the following codes of conduct to all people involved in any way with our team. These codes of conduct highlight the principles and values of EMAC and are the core principles of the Member Welfare and Child Welfare policies.

As a person involved in any way with the sport of swimming, the following standard of behavior is expected:

- Be aware of USA Swimming's standards, rules and policies.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.
- Support the values of Fairness, Respect, Responsibility, Safety, and Excellence.
- Be ethical, considerate, fair and honest in all dealings with other people and organizations.
- Be professional and accept responsibility for your actions.
- Operate within the rules and spirit of the sport, including the national and international guidelines that govern USA Swimming.
- Any form of abuse, harassment, or discrimination towards others will not be tolerated.
- Provide a safe environment for the conduct of activities in accordance with any relevant USA Swimming policy.
- Be a positive role model for other swimmers, coaches, parents, volunteers, BoD members.
- Recognize that being a member of EMAC is a privilege. It is not a right. As such, that privilege can and will be regulated by our Staff, BoD, and our Codes of Conduct.

PARENT CODES OF CONDUCT

As a parent, you have a vested interest in the success of your swimmer and our team. The following Codes of Conduct have been created to establish acceptable and healthy parent behavior that will foster team growth and success.

- Abide by the General Codes of Conduct
- Embrace the merits of Life Lessons, Long-Term Development, and Quality-based swimming as more important than times achieved. Keep performance expectations proportionate to athlete ability, commitment, state of health, state of mind, and work ethic.
- Fulfill your family's Volunteer Requirement in accordance with the EMAC Family Volunteer Policy.
- Encourage your child to participate in the sport for their individual enjoyment, personal satisfaction, and improvement.
- Do not coach or instruct the team or any swimmer at a practice or meets. Realize that by offering swimmers advice about their swimming, you are likely to undermine the efforts of the coaching staff and/or confuse the swimmer, making it more difficult for that swimmer to realize success.
- During practice refrain from:
  - Attempting to gain the attention of your child. Doing so is disruptive to the group.
  - Attempting to gain the attention of a coach except in the case of an emergency. Doing so is disruptive to the group and takes the coach's attention away from the swimmers.
  - Using video recording devices. You have the right to record your child's image. However, you do not have the right to record another child's image.
- Empower your swimmer to take responsibility for their short-term and long-term preparation, development, and performance, encouraging them to abide by the rules and accept judgements made by officials and coaches.
- Be an example to your child and others, showing appreciation and respect for all people involved in your child's sport.
- Refrain from intimidation, coercion, and/or threatening behaviors while EMAC is investigating complaints that may involve your child's behavior.
- Avoid any behavior that brings discredit, disrepute, or disruption to our athletes, coaches, and organization.
- Discuss concerns or take suggestions to a member of the coaching staff, parent liaison or to the Board of Directors. If your concerns warrant a meeting, communicate with the coach, liaison, or member of the BoD to set up a meeting. Do not surprise anyone with an impromptu meeting.
- Trust and support the coach's decisions regarding goal setting, group placement, training commitments, meet entries, and meets scheduled.

SWIMMER CODES OF CONDUCT

EMAC swimmers believe in teamwork, integrity, respect and good sportsmanship and agree to abide by the following Codes of Conduct.

- Abide by the General Codes of Conduct.
- Swimmers are expected to remember that at practice, during swim meets, team activities and in public they are representing EMAC. They should represent EMAC with excellence, respect, team spirit, good sportsmanship, and politeness.
- Swimmers are expected to follow the directions and show respect, common courtesies and good sportsmanship to the team members, coaches, staff, competitors, officials, parents and for all facilities and other property used during practices, competitions and team activities. Disrespect or failure to obey instructions will not be tolerated from any athlete.
- Give your best effort, always, working equally hard for yourself and your team.
- Control your temper. Verbal or physical abuse is not acceptable.
- Cooperate with coaches, teammates, opponents, management, event staff and officials. Be coachable; there exists a high correlation between Coachability and Employability.
- Dishonestly, theft, and/or vandalism will not be tolerated.
- There shall be no drinking of alcohol or use of tobacco products or illegal drugs or any substances banned by USA Swimming
- Swimmers are expected to respect each other. Fighting, bullying, unwelcome touching or striking another athlete are not acceptable behaviors.

COACH CODES OF CONDUCT

EMAC Coaches believe that every swimmer has potential and that every swimmer deserves excellent coaching. In order to establish an environment in which coaches and swimmers excel, EMAC Coaches agree to abide by the following Coach Codes of Conduct.

- Abide by the General Codes of Conduct.
- Be responsible for matters concerning the coaching, training, and development of members.
- Help each person (athlete, volunteer, co-coach, parent) reach their potential
- Respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Be honest
- Maintain a service-oriented mindset in all interactions with athletes and parents.
- Maintain the required standard of accreditation with USA Swimming, MA Swimming and/or EPSD School District.
- Have a sound working knowledge of USA Swimming policies, rules, and guidelines.
- Ensure that any physical contact with athletes and co-workers is appropriate to the situation and necessary for the person's skill development.

VOLUNTEERS – INCLUDING BoD MEMBERS

No youth organization can thrive without volunteerism from its members. In support of the mission, goals, and athletes of EMAC, our volunteers agree to abide by the following Volunteer Codes of Conduct:

- Abide by the General Codes of Conduct
- Abide by the Parent Codes of Conduct
- Maintain the required standard of accreditation
- Have a sound working knowledge of USA Swimming and EMAC policies regarding your position
- Volunteer with the intention of helping athletes and our organization.
  - Avoid using your service to accomplish an agenda or using your service to manipulate the organization.
  - Avoid using your service to talk or interact with your swimmer while he/she is on-deck.
- Promote rules and/or policy changes that will make participation and/or volunteering more enjoyable.
- Place the safety and welfare of the participants above all else.
- Keep up-to-date with the latest rules, regulations, policies and guidelines relevant to your position.

VIOLATIONS- FAILURE TO UPHOLD THE CODES OF CONDUCT

EMAC is a zero-tolerance organization. All swimmers, coaches, parents, volunteers, and BoD members are expected to abide by the EMAC Codes of Conduct.

Parents, Swimmers, Coaches, and Volunteers who violate the EMAC Codes of Conduct subject themselves to consequences. The penalties may include, but are not limited to:

- Verbal Warning
- Ban from EMAC Events, Including Practices and Meets
- Additional Accompaniment Required to Attend EMAC Events
- Suspension Of Locker Room Privileges
- Probation
- Written EMAC Disciplinary Warning and Subsequent Behavior Modification Plan
- Individual Membership/Family Membership/Employment/Service Termination

REPORTING A VIOLATION

In many cases, teams and organizations rely on member reporting for EMAC to be made aware of issues. We want our members ship to a) feel encouraged to report violations and b) know how to report violations so that we have the knowledge and ability to take corrective measures.

Codes Of Conduct Violation

If a member wants to report a violation of the Codes of Conduct, he/she should email the CEO, President and Vice President of the club to make them aware.

Bullying

If a member wants to report bullying, please review the EMAC Anti-Bullying Policy and Action Plan HERE and alert the CEO, President and Vice President of the club.