

**Code of Conduct
Edina Swim Club
2019-2020 Season**

1. Code

The Edina Swim Club (ESC) is committed to providing a safe and supportive environment for coaches, and swimmers. As part of this commitment, the Edina Swim Club has established a Code of Conduct for coaches, swimmers, and parents, as well as procedures to resolve grievances.

1. Swimmers are expected to support their teammates at all practices as well as in competition. Working together as a unit for the benefit of the team is an important part of the "Edina Spirit".
2. ESC requires each swimmer to behave in a manner that reflects positively on the team at all ESC functions, including practices, meets and/or social gatherings.
3. ESC expects all members of the club, whether coaches, parents or swimmers, to protect and improve the club's excellent reputation within the swimming community.
4. ESC strives to be a good tenant of each facility used. Unsupervised playing inside the locker rooms or outside at the facility is not permitted.
5. Swimmers are expected to respect and comply with instruction and directions from the coaches and officials at all times.
6. Inappropriate or destructive behavior will not be tolerated, including using abusive, profane language, language of a sexual nature, lying, stealing, or vandalism. Swimmers will be held accountable for all their actions while representing ESC. In addition to their own behavior, swimmers are held accountable for inappropriate actions by those teammates with whom they are associating.
7. Swimmers, coaches and parents shall not participate in any form of harassment, hazing, or bullying.
8. Parents will refrain from interfering with practices or meets; harassing, bullying, or denigrating coaches or swimmers will not be tolerated. Parents can address their questions or concerns to coaches after practices or meets, or via email.
9. Swimmers and parents should never interfere with the progress of another swimmer during practice or otherwise.
10. The use of alcohol, illegal drugs, tobacco, or fireworks is forbidden.

2. Violations of Code

A. Primary responsibility for addressing and resolving Code of Conduct violations by swimmers or parents lies with the ESC coaches. Coaches will take necessary disciplinary action regarding any violations of the Code.

B. If coaches, swimmers, or parents seek further resolution to Code violations, the Edina Swim Club Grievance Procedure provides a timely and equitable process.

C. The Grievance Procedure is also in place for parents or swimmers to address concerns about a coaches violation of the Code.

3. Discipline

Coaches have the initial responsibility to communicate with swimmers and parents who exhibit inappropriate conduct. It is expected that coaches will use their reasonable discretion when imposing appropriate discipline, and that any disciplinary action will take into account (1) the nature and severity of the conduct, (2) any prior disciplinary actions regarding the swimmer, (3) the adverse effect of the conduct on other swimmers, and (4) the application of the Code of Conduct.

Examples of disciplinary action include verbal warning, removal from a practice, notification to the swimmer and their parents, suspension from some or all ESC activities, up to and including expulsion from ESC. These examples are not exclusive. It is expected that coaches will exercise reasonable discretion when taking disciplinary action, and may include consultation with the Head Coach, Board members, and other families or swimmers who may have been directly affected by the violation. However, the coaches will take any immediate action that is both necessary and appropriate under the circumstances to insure the safety of swimmers .