

# Rochester Swim Club

## CODE OF CONDUCT



### **PURPOSE –**

The purpose of this code of conduct is threefold:

1. Establish, promote and represent a positive team environment
2. Provide each swimmer/family with the best possible experience
3. Make each swimmer/family aware of their responsibilities as a Rochester Swim Club team member and the consequences if those responsibilities are not met.

### **GENERAL CONDUCT FOR SWIMMERS:**

Swimmers will:

- Comply with this Code of Conduct as well as the USA Swimming Code of Conduct, as described in Article 304 of the USA Swimming Handbook.
- Treat membership on the Rochester Swim Club as a privilege and personally acknowledge the responsibilities associated with it.
- Behave in a manner that reflects positively on the team at all functions, including practices, meets, and/or team social gatherings.
- At no time shall cell phones or recording devices be used in any locker room or changing facility.
- Will always respect and show courtesy to my teammates and coaches.
- Demonstrate good sportsmanship at all practices and swim meets. As well as set a good example of behavior and work ethic for all my younger teammates.
- Protect and help to always improve RSC's reputation within the swimming community.
- Refrain from the possession and/or use of alcoholic beverages, tobacco products and weapons.
- Refrain from the possession and/or use of drugs (other than those prescribed by your physician).
- Refrain from engaging in inappropriate or destructive behavior which includes, but is not limited to fighting, throwing things, horseplay, threatening or intimidating behavior or other disorderly conduct which is disruptive or may endanger the safety of others. Theft and vandalism will not be tolerated. Swimmers/families may be held accountable/financially responsible for all their actions while representing the Rochester Swim Club.

### ***Complaint Procedure:***

Any member who witnesses inappropriate actions by a Coach, Member or Swimmer is responsible for reporting such inappropriate behavior to a Coach or the CEO. Rochester Swim Club will not tolerate retaliation against anyone who in good faith reports a suspected violation of the Code of Conduct.

## SWIM PRACTICE CONDUCT:

Swimmers will:

- Follow coach's instructions.
- Not interfere with the progress of another swimmer during practice.
- Leave practice only with the coach's permission.
- Follow the facility/pool rules of any pool where an Official Rochester Swim Club practice is held.
- Follow the instructions from facility staff.
- Refrain from using the starting block unless directed and supervised by the coach.
- **Not use the diving boards.** Diving board activity is not insured by USA Swimming.
- Refrain from running, pushing, or engaging in "horse play" on the deck.

## SWIM MEET CONDUCT:

Swimmers will:

- Recognize that team meets are a "privilege" and not a "right". They will accept the responsibility associated with attending them in association with the Rochester Swim Club.
- Display proper respect and sportsmanship toward coaches, officials, meet administrators, parents and fellow competitors.
- If you disagree with an official's call, you will talk with the Coach and not approach the official directly.
- Meet with their coach before and after each event.
- Notify their coach prior to leaving a meet early.

### On travel meets:

- Male and female athletes should not be in the same room together without permission/supervision from a parent, coach, or chaperone.
- Swimmers must adhere to curfews established by the coaching staff. At curfew, lights, TV, electronic equipment must be turned off.
- Swimmers are to remain with the team during a trip or obtain permission from coach or chaperone before leaving the pool, hotel or other team gathering place.

## PROHIBITED CONDUCT FOR SWIMMERS:

### 1. BULLYING:

Bullying is defined as the use of aggression, whether intentional or not, which hurts another person. Intimidating, humiliating behavior or intentional "harm doing" by one person or a group and targeting an individual or group. ***Bullying is prohibited by the Rochester Swim Club.*** Bullying is counterproductive to team spirit and can be devastating to a victim. Examples of bullying include, but are not limited to:

- Inappropriate **physical behavior**, such as gestures, pushing, or hitting another
- **Verbal and written** such as making insults, threats, or "name-calling".
- **Electronic Bullying** such as inappropriate "texting", phone calls or emails. Inappropriate webpage postings such as "Instagram", "Twitter", and "Facebook" are also prohibited.
- **Psychological Bullying** (i.e. spreading rumors or shunning another swimmer).

## 2. HAZING:

Hazing is defined as the committing of an act against a swimmer (or coercing a swimmer into committing an act) that creates a risk of harm to a person, in order for the swimmer to be initiated or affiliated with Rochester Swim Club or for any other purpose. **Hazing will not be tolerated.** Examples of hazing include (but are not limited to):

- Any type of **physical abuse** such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on a body.
- Any type of **physical activity** such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the swimmer to an unreasonable risk of harm. Such actions may adversely affect the mental or physical health or safety of the swimmer.
- Any activity involving the **consumption** of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the swimmer to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the swimmer.
- Any activity that **intimidates or threatens** the swimmer with ostracism or that subjects a swimmer to extreme mental stress, embarrassment, shame, or humiliation. Such actions may adversely affect the mental health or dignity of the swimmer or discourage the swimmer from remaining a part of the Rochester Swim Club.
- Any activity that causes or requires the swimmer to **perform a task** that involves violation of state or federal law or any other parts of the Rochester Swim Club Code of Conduct.

## 3. HARASSMENT BASED UPON PROTECTED CLASS STATUS:

Rochester Swim Club strives to have an environment where every swimmer can reach his or her full potential without regard to one's protected class status. For purposes of this Code of Conduct, harassment is defined as physical, written or verbal conduct, which is related to an individual's religion, race, national origin, sex, sexual orientation or any other legally protected class status. **Harassment, of any sort, is prohibited.** Examples of harassment may include (but is not limited to):

- **Displaying** offensive pictures, poster, t-shirts, or other graphics.
- **Threats** related to an individual's race, religion, or sexual orientation.
- **Physical or verbal** acts of aggression, or assault upon another, because of their protected class status.
- Unwelcome **sexual advances**, requests for sexual favors, or other verbal or physical conduct or communication of a sexual nature.
- Unwelcome **verbal harassment** or abuse, including teasing, joking, or making derogatory dehumanizing remarks.
- Any activity that has the purpose of **creating an intimidating, hostile, or offensive swimming environment.**

### ***Complaint Procedure:***

If a member feels that he or she is being subjected to a violation of this Policy and is comfortable doing so, he or she is encouraged to tell the offending person that the behavior is improper and must stop. In addition, the offensive conduct should be immediately reported to a coach or the CEO. Rochester Swim Club will not tolerate retaliation against anyone who in good faith reports a suspected violation of the Code of Conduct.

## **DISCIPLINARY ACTION FOR VIOLATION OF THE CODE OF CONDUCT:**

Violation of any of these Conduct rules may result in disciplinary action, up to and including removal from the Club. The action taken will be determined in the sole discretion of RSC and such actions may include (but are not limited to) the following:

- **Verbal warning** to the offending swimmer by his/her coach. A notification of parent/guardian will be made by that coach to each parent/guardian involved.
- If a swimmer violates a "Code of Conduct" during a swim meet, he/she may be **scratched from that meet** and be sent home at his/her own expense.
- **Suspension from the Rochester Swim Team.** The length of the suspension will be determined by the Coach and Administration.
- **Removal from the Rochester Swim Club** under the direction of the Coach, CEO and Board of Directors.

*Rochester Swim Club does not guarantee that one form of action will necessarily precede another and reserves the right to terminate the membership at any time depending upon the totality of the circumstances.*

*The Rochester Swim Club reserves the right to review all disciplinary matters at any time.*

## **RSC SWIMMER PARENTS/GUARDIANS:**

RSC expects for parents/guardians to show consistent expectation for behaviors.

Parents/guardians will:

- Provide the coaching staff and administration with respect and the authority to coach the team.
- At no time during swim meets parents/guardians cannot be on-deck unless you have a USA Swimming Coaching or Official credential.
- Will always set the right example for children by demonstrating sportsmanship and showing respect and common courtesy to the team members, coaches, competitors, officials, parents, and all facilities.
- Be involved by working at meets, observing practices, cheering at meets, and talking with your child and the Coach about your swimmer's progress.
- Will refrain from coaching my swimmer from the stands during practices or meets.
- Understand that criticizing, name-calling, use of abusive language or gestures directed toward coaches, officials, volunteers, and/or any participating swimmer will not be tolerated.
- Will respect the integrity of the officials.