

MINNETONKA SWIM CLUB

CODE OF CONDUCT

ACKNOWLEDGEMENT

The purpose of this code of conduct is to establish consistent expectations for all members' behavior, outline potential violations, and procedures for dealing with misconduct. By registering for the Minnetonka Swim Club, all athlete and non-athlete members (including members' families and volunteers) hereby agree to follow and embody the principles listed in this Code of Conduct.

GENERAL CONDUCT – All Members (Athletes, Parents, Coaches, Volunteers, etc.)

1. All members will carry themselves as ambassadors of Minnetonka Swim Club, Minnesota Swimming, and USA Swimming in a manner that reflects our core values at all times.
2. All members will respect and show courtesy to their fellow teammates, coaches, officials, opponents, and self at all times.
3. All members will respect all facilities and other property used during practices, competitions, and team activities and will adhere to all facility rules and regulations.
4. All members will be an active participant and be involved by attending practices, cheering at meets, volunteering, and talking with others about the program in a positive and productive manner.
5. All members will always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
6. All athletes will train and race to the best of their ability, participate in all championship meets for which they qualify, and wear designated team apparel during all competitions.
7. All parents will refrain from coaching their children from the stands during practices or meets but rather communicate with the coaching staff about their progress.
8. All coaches will coach in an appropriate and productive manner, maintain professional relationships with all members, and promote a positive team environment.

VIOLATIONS

1. General inappropriate behavior may include but is not limited to the following:
 - A. foul or profane language
 - B. cheating or lying
 - C. stealing from or vandalism of a facility or others belongings
 - D. rough or violence physical actions
 - E. inappropriate sexual behavior and language
 - F. disrespect of a teammates' feelings and personal space
2. Use, sale, or distribution of tobacco products, alcohol, drugs, or performance enhancing substances are strictly prohibited.
3. Hate misconduct against another's race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.
4. Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.
 - A. Physical bullying - includes hitting, kicking, tripping, pinching and pushing or damaging property.

- B. Verbal bullying - includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target.
 - C. Social bullying – includes lying and spreading rumors, negative facial or physical gestures, menacing or contemptuous looks, playing nasty jokes to embarrass and humiliate, mimicking unkindly, encouraging others to social exclude someone, damaging someone’s social reputation or social acceptance.
 - D. Cyber bullying – uses digital technologies including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms. Cyber bullying can include abusive or hurtful texts, emails or posts, images or videos, deliberately excluding others online, nasty gossip or rumors, imitating others online or using their log-in.
5. Violations of USA Swimming’s Minor Athlete Abuse Prevention Policy (MAAPP)

GRIEVANCE POLICY

1. All actions that cause physical, mental or emotional harm, creating a hostile environment, infringing on the rights of others, or disrupting the training process or daily club operation as listed above will be considered violations, will not be tolerated and will be faced with consequences.
2. If your concern relates to sexual misconduct, sexual harassment or sexually explicit communication through any media, please contact the U.S Center for SafeSport to make a report immediately. You can report your concern online or call 720-524-5640. More information can be found at www.uscenterforsafesport.org.
3. All members have the primary responsibility to respond or report to any member’s violations immediately. Any grievances should be brought to the attention of your Group Lead Coach to start. Group Lead coaches may seek other appropriate parties to aid in the investigate or disciplinary sentencing. You may also wish to seek out further help immediately. The Grievance Chain of Command is as follows:
 - A. Lead Coach
 - B. Head Coach or Head Age Group Coach
 - C. Aquatics Director
 - D. Minnetonka School District Administration or USA Swimming
4. Disciplinary action will be taken by the coaching staff or any additional personal as necessary in an appropriate manner with regard to:
 - A. The nature and severity of the violation
 - B. Any prior disciplinary actions with that member
 - C. The negative impact to others
5. Once a violation has occurred and/or has been confirmed, one or more of the following appropriate and timely consequences will be applied at the discretion of the Coach or Head Coach, if necessary:
 - A. Verbal warning
 - B. Parental notification
 - C. Removal from practice, meets, or other activities
 - D. Suspension or expulsion from the team
 - E. Contacting local law enforcement, USA Swimming, or the US Center of SafeSport