

APPENDIX IV

NEW JERSEY YMCA COMPETITIVE COACH'S CODE OF ETHICS

The YMCA is concerned with the development of the mind, body and spirit. Within the philosophy of "Keeping a Good Kid Good" we believe that competitive athletics can have a tremendous influence on helping youngsters with the difficult decisions in life and with maintaining a positive direction away from the negative influences of drugs, alcohol, crime, academic failures, drifting, cults, teen suicide, etc.

The following "Code of Ethics" is offered as a guide to insure the promotion of good sportsmanship and conduct among the staff and volunteers of the New Jersey YMCA competitive coaching community.

A competitive coach should:

1. Conduct himself/herself in a manner to be a worthy member of the competitive coach's profession.
2. Conduct himself/herself in a manner to earn the respect and confidence of the athletes, parents and officials.
3. Conduct himself/herself in a manner that will ensure the rights and welfare of the athletes with whom he/she comes in contact with.
4. Act and dress with professionalism and dignity in a manner suitable to his/her profession.
5. Always teach and practice good sportsmanship.
6. Win with humility and lose with dignity. (Examples: don't run up the score, positive announcements and team cheers, professional verbal comments and physical actions.)
7. Offer congratulations to his/her opponent win or lose.
8. Maintain high ideals and firm principles of right and wrong.
9. Develop and encourage the moral, spiritual, physical and intellectual life of his/her athletes.
10. Cultivate such virtues as hard work, honesty, values and sportsmanship in his/her swimmers.
11. Be aware of the ethical and social responsibility that he/she bears because of the influence his/her recommendations and actions have on the lives of the athletes as a role model for youth to emulate.
12. Treat every athlete fairly, justly, impartially, intelligently and with sensitivity.
13. Maintain the highest degree of integrity with the maintenance and submission of swimmers' times with relationship to records and meet cutoffs.
14. Always use trained officials of high integrity and honesty.
15. Maintain high integrity and respect for the rights and efforts of his/her fellow coaches.
16. Coaches should not recruit current athletes from other teams located outside their respective YMCA service area within any calendar year.
17. Coaches should not recruit new athletes from outside their service area.
18. When contacted by an athlete who is considering switching teams, the coach should proceed with care and sensitivity and comply with league's constitution.

19. Promote the many benefits of competition at all levels and attract athletes into his/her program in an ethical and positive manner with respect to the individual YMCA's service area and league philosophy on recruiting.
20. Be a goodwill ambassador between his/her profession and the public.
21. Establish a code of conduct for his/her team that will serve as a means for promoting good sportsmanship among teams, personnel and parents.
22. Maintain a balanced perspective on the purpose and values YMCA competition is trying to promote, not who has the best win/lose records or a win at any cost attitude.
23. Keep the child's best interest at heart as a priority and don't exert undue pressure on the child to promote your own personal goals and desires.
24. Always maintain a professional separation between coach and athlete from the point of view of a personal relationship or intimate sexual relations.
25. Never provide or recommend drugs to athletes as a means of improving athletic performance.
26. Never use alcohol or other recreational drugs in the direct presence of athletes nor be under the influence of drugs or alcohol when involved with athletic events, parent conferences or professional meetings.
27. Always strive for more knowledge through continuing education in becoming a better coach.

VIOLATIONS OF CODE:

Initially one should attempt to resolve an ethical violation by bringing the behavior to the attention of the violator. If the misconduct is of a minor nature and/or appears to be due to a lack of sensitivity, knowledge or experience, an informal discussion between the parties involved should result in an amicable solution. If the violation is irresolvable or is of a more serious nature, then the individual should submit his/her protest/grievance to the attention of the New Jersey YMCA Program Cabinet Protest/Grievance Committee for resolution based on the league constitution, with notification going to each YMCA's appropriate professional staff.

DISCIPLINARY ACTION:

Disciplinary Action of the "Code of Ethics" may include warnings, suspension and/or expulsion from YMCA sanctioned competitive meets and of the coach's certification as a coach as well as a formal letter to the executive director of the affected YMCA. The Protest/Grievance Committee of the New Jersey YMCA Program Cabinet will investigate any alleged violation of the Code of Ethics.

PROMOTING YOUR TEAM:

Public statements, advertising and promotional activities should serve the purpose of enlightening the public about the benefit of YMCA competitive sports and help the public to make informed decisions about programs. Such statements should represent a coach's competence, education, training and experience in an accurate fashion. Also statements should not be presented in a manner which creates false or unjustifiable expectations and should not contain comparisons to other programs that cause doubt about the competing programs.

APPENDIX V

NEW JERSEY YMCA COMPETITIVE PARENT'S and SWIMMER'S CODE OF ETHICS

The YMCA is concerned with the development of the mind, body and spirit. Within the philosophy of “Keeping a Good Kid Good” we believe that competitive athletics can have a tremendous influence on helping youngsters with the difficult decisions in life and with maintaining a positive direction away from the negative influences of drugs, alcohol, crime, academic failures, drifting, cults, teen suicide, etc...

The following “Code of Ethics” is offered as a guide to insure the promotion of good sportsmanship and conduct among the PARENTS of the New Jersey YMCA competitive community.

Paragraph A. A parent must:

1. Conduct himself/herself in a manner to earn the respect and confidence of the athletes, coaches, officials and YMCA Professional Staff.
2. Conduct himself/herself in a manner that will ensure the rights and welfare of the athletes with whom he/she comes in contact with.
3. Always practice good sportsmanship.
4. Offer congratulations to the opponent team win or lose.
5. Be a goodwill ambassador between his/her team and the public.
6. Be aware of the ethical, social responsibility and influence that he/she has on the lives of the athletes as a role model for them to emulate.
7. Maintain high ideals and firm principles of right and wrong.
8. Encourage the moral, spiritual, physical and intellectual life of the athletes.
9. Support such virtues as hard work, honesty, values and sportsmanship with the athletes.
10. Treat every athlete fairly, justly, impartially, intelligently and with sensitivity.
11. Parents should not recruit athletes from other teams located outside their respective YMCA service area within any calendar year.
12. When contacted by another parent who is considering switching teams, the parent should proceed with care and sensitivity and comply with the league's constitution.
13. Promote the many benefits of competition at all levels and attract athletes to your respective program in an ethical and positive manner with respect to the individual YMCA's service area and league philosophy on recruiting.
14. Maintain high integrity and respect for the rights and efforts of team coaches.
15. Understand that coaching decisions are for the best interest of the team and athlete and should therefore be supported.
16. Keep the child's best interest at heart as a priority and don't exert undue pressure on the child to promote your own personal goals and desires.
17. Maintain a balanced perspective on the purpose and values YMCA competition is trying to promote, not who has the best win/lose record or a win at any cost attitude.
18. Never provide or recommend drugs to athletes as a means of improving athletic performance.

19. Never use alcohol or other recreational drugs in the direct presence of athletes nor be under the influence of drugs or alcohol when involved with athletic events, parent conferences or planning meetings.
20. Understand that individual YMCA competitive philosophies differ therefore parents should not concern themselves with competing programs and should focus their time and energy on their own program.

PROMOTING YOUR TEAM:

Public statements, advertising and promotional activities should serve the purpose of enlightening the public about the benefit of YMCA competitive sports and help the public to make informed decisions about programs. Statements should not be presented in a manner which creates false or unjustifiable expectations and should not contain comparisons to other programs that cast doubt about the competing programs.

Paragraph B. A Swimmer must:

1. Age appropriately, follow the guidance of their parents and try to implement sportsmanship as itemized in Para A above, entitled "Parents must" #s 1- 11.
2. Act positively and respectfully to officials, coaches, teammates and fellow competitors (refer to Part IX section C)

YMCA OF THE USA - OFFICIALS' CODE OF ETHICS

The YMCA of the USA Competitive Swimming and Diving Advisory Committee has officially adopted the following Code of Ethics for YMCA Swimming/Diving Officials.

Declaration of Policy: YMCAs have entrusted swimming and diving officials to assist them in the education of their youth through competitive swimming and diving. The conduct of these officials influences the attitude of the public towards both the individual official and the YMCA. The proper implementation of YMCA competitive swimming and diving requires that officials be competent, professional, impartial and exhibit integrity and responsibility to those they serve. In recognition of these expectations, the YMCA of the USA Competitive Swimming and Diving Advisory Committee adopted a Code of Ethics for all YMCA swimming and diving officials. The purpose of the Code is to establish the ethical standards and conduct for all YMCA swimming and diving officials.

The YMCA of the USA Competitive Swimming and Diving Advisory Committee may suspend or revoke the officiating certification of a person, may place the person on probation, or may refuse to issue or renew a swim officiating certification of an official or applicant for a swim official certification who has violated the spirit or letter of the Officials' Code of Ethics.

AN OFFICIAL shall exemplify the YMCA's character development values of caring, honesty, respect and responsibility.

AN OFFICIAL shall devote time, thought and study to the rules of the sport and the mechanics necessary to carry out the rules so that one may render effective and credible service in a fair and unbiased manner.

AN OFFICIAL shall work with other officials and the YMCA in the spirit of harmony and cooperation in spite of differences of opinion that may arise during debate of points or rules at issue.

AN OFFICIAL shall resist every temptation to use his or her position as an official for personal benefit. Under all circumstances, officials shall avoid promoting the special interest of any person or group of persons other than the swimmers and divers we serve.

AN OFFICIAL shall consistently uphold the honor and dignity of the avocation in all personal conduct and relations with the swimmers/divers, coaches, YMCA directors, YMCA Competitive Swimming and Diving Advisory Committee, YMCA of the USA, other officials and the public, to be worthy examples to the swimmers and divers under one's jurisdiction.

AN OFFICIAL shall be familiar with the YMCA's Child Abuse Prevention Policies and Procedures and shall adhere to these policies and procedures in carrying out his/her responsibilities and assignments, thus ensuring a safe environment for all participants.

I have read and understand the **CODE OF ETHICS** and I will abide by it.

Signed _____ Date _____