

Ohio Swimming Coaches Association Statement on recruiting ethics:

The Ohio LCS Coaches, Ohio LSC House of Delegates and USA Swimming would like to make it very clear to everyone involved in Ohio Swimming that it is unethical, improper and prohibited to recruit a year round swimmer from another USA Swimming Team. **This would include coaches, team administration, parents and swimmers.** Approaching a swimmer, sending recruiting information etc. which is encouraging the swimmers to switch teams is unethical and is subject to sanctions of offending club by Ohio Swimming Inc. Board of Review. Please see the USA Code of Conduct Statement below:

USA CODE OF CONDUCT SECTION 304.15 STATES:

Action, other than through general advertising, by a coach, owner, officer, volunteer, representative, or employee of a swim club or a USA Swimming or LSC employee, either through direct contact with an athlete or the encouragement of others, to recruit or otherwise encourage an athlete who is already a member of USA Swimming member swim club to leave that club, unless the acting party receives prior written approval to recruit or encourage the athlete to change affiliation from the designated club representative of the athlete's parents or authorized representative. General advertising includes any information that is:

- A. Distributed to an identifiable general population where there is a reasonable expectation that the majority of that population are not current members of USA Swimming, or
- B. Placed in or on any item that is sold.

In the event of a violation of this section, a sanction may be imposed against any coach, owner, officer, volunteer, representative of employee of a swim club, or against any such club, or any combination thereof, as appropriate.

Recommended Penalties:

Coaches or Team Administration: The Club would pay up to \$500.00 per occurrence

Parents or Swimmers the Club would pay up to \$100.00 per occurrence

Note: It would be the responsibility of the offending club to pay the fines which involved Coaches, Team Administration, Parent or swimmer. Club would be placed on probation for a period of up to 2 years. Continued offences could result in additional fines and or restriction of participation in Ohio Swimming meets. The restrictions and fines would be determined by the board of review.

Process for reporting an occurrence and actions to be taken:

A written statement must be sent to the Ethics Chairperson detailing the facts of the occurrence. The dates, location, type of infraction, the individual's name and or team, should all be included in the detailed description of the occurrence. The occurrence statement will be distributed by the Ethics Chairperson to the Ethics committee which is made up of one coach from each commission and one active Ohio USA swimmer. The committee will investigate the allegation and determine if the matter needs to be sent to the Ohio LSC board of review. The Ohio LSC board of review will have the final say in fines and or sanctions.

Send to Ethics Chairperson:

Benson Spurling

6689 Bogarts Pointe Drive

Cincinnati, Ohio 45230

Email: bspurlingcac@fuse.net

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