

**Parent Handbook**

Version 1.2 – Fall 2017

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# 1. Welcome To SSC:

Our team is a year round competitive swim team offering high quality professional coaching and technique instruction for all ages and abilities. The goal of our team is to provide every member an opportunity to improve swimming skills and achieve success at his or her level of ability, from novice to international competitor. All of our coaches, as members of USA Swimming, have access to the most comprehensive training and certification program for youth coaches of any sport in the United States. They provide assurances that the time children spend in swimming will be quality time. We are a non-profit club run by its elected Board of Directors which meets each month. All members are welcome at each meeting and encouraged to be involved in team activities and fundraisers.

## 1.1 Our Mission:

The Saluki Swim Club is a regional, competitive swim team that emphasizes sportsmanship, team unity, family participation and individual excellence of swimmers at all levels of competition.

## 1.2 Our Vision:

The Saluki Swim Club is a regional sports organization that provides opportunities for swim instruction, training, physical fitness, and competition within a culture of achievement. The Saluki Swim Club fosters healthy relationships, personal growth, and character development among athletes, coaches, and families through hard work, dedication, and open communication.

## 1.3 Core Values:

The values guiding our team are: safety, excellence, perseverance, inclusiveness, and team building.

## 1.4 USA Swimming:

USA Swimming is the national governing body for amateur swimming. USA Swimming’s headquarters are located in Colorado Spring, CO. USA Swimming is overseen by the United States Olympic Committee. The United States is divided into Local Swimming Committees (LSCs). SSC is a part of the Ozark Swimming LSC.

## 1.5 Swim Seasons:

SSC is a year-round USA swim team. USA swimming consists of two seasons. Short course season consists of swimming competitions in a 25 yard course. This season typically starts in September and concludes in March. The long course season consists of swimming competitions in a 50 meter course. This season can start in April and concludes with a championship meet in July or August.

# 2. Team Communication

Keeping open lines of communication and following the proper chains of command are imperative in a successful swim team.

## 2.1 Team Website:

The team website, www.swimsaluki.com is utilized as the main form of team communication. Families are encouraged to check the website frequently for the latest team news. Please take time to familiarize yourself with the different sections on the site.

The Events section of the website is very important. This is where all swim meet information is posted. You will utilize this section to sign up for local and travel swim meets, find meet information, and signup for team fundraisers and meet jobs. The Sign In section of the website is where you will be able to access your account and events that your swimmer has entered.

## 2.2 Key Contacts:

The SSC website lists current contact information for key personnel.

## 2.3 Practice Changes/Cancellations:

All scheduled practice changes will be posted on the team website. All attempts will be made to communicate emergency or weather related practice changes through email to the team or sent to the team website. In the event of questionable weather, please use your own judgment if no email or text message is received.

## 2.4 Communicating with Your Child’s Coach:

Each swimmer is in a particular swimming group assigned by the head coach. Each group has a PRIMARY COACH that you should contact for all questions related to swimming. The role of the primary coach is to run the group’s practice, oversee any assistant coaches working with the group, and may be responsible for writing practice plans. The primary coach reports directly to the HEAD COACH. The head coach is responsible for meet entries and group placement. The primary coach may recommend meet entries and group placement to the head coach. The head and primary coaches welcome communication about your child; however, during practice is not an appropriate time to discuss your child or ask questions. If your child’s coach isn’t available after practice has concluded, please call or email the coach to set up a meeting time.

## 2.5 Issues/Concerns with Coaching Staff:

When approaching a coach to address an issue or concern, it is important to follow the appropriate chain of command. Contact your child’s primary coach. Approach the coach following practice to speak directly with them. If the coach isn’t available, please contact them to schedule an appointment. If after speaking directly with your child’s primary coach, the issue isn’t resolved, contact the head coach in person after practice or via email. The head coach will meet again with you after discussing the matter with the primary coach. If necessary, the head coach will set up a parent/coach meeting to resolve the issue.

The Board of Directors may be contacted via email or a written letter if a resolution cannot be met between the parent and coaches. The team president will then contact the family and discuss the issue with the coaching staff.

Open communication between swimmer/coach and parent/coach is imperative. SSC does not have an open deck policy. Parents should observe practice from the observation areas within the SIUC Recreation Center, away from the coaching staff. The coaches’ priority is coaching the swimmers. It is distracting to the coaches and swimmers if parents approach coaches during practice with questions. The coaching staff may be available briefly after practice or may be contacted via phone or email to schedule a convenient time to meet.

# 3. Team Information:

## 3.1 Training Groups:

The Saluki Swim School is the swim lesson program of Saluki Swim Club. The Saluki Swim School is the entry point into Saluki Swim Club. In the Swim School we hope to take beginning swimmers and teach them the basics of swimming. Our Swim School is designed to offer swimmers the opportunity to be a safe recreational swimmer, participate on a summer league team, or even progress to the Saluki Swim Club Racing Team. Our swim school now offers three different skill levels that focus on the skills that are the building blocks for learning to swim. Our swim school begins with Level C, then Level B and finally Level A. When a swimmer graduates the final level of Swim School, they are ready to join the Competitive Team in the Jedi group!

When trying to decide which class is best for your swimmer, you can use two things to make your decision. First, if you participated in the swim school previously sign up for the level your swimmers was working on or the next level if they completed a level. Second, if you are new to swim school, select the level which you feel matches your swimmer's current skill level.

### Jedi Training Group

Our Jedi group introduces younger and/or new swimmers to the sport of competitive swimming. Along with Group 1, the Jedi forms the instructional base of the club.

Children joining the Racing Team must meet the following minimum requirements:

• Able to complete 50 yards each of freestyle and backstroke with reasonably good form;

• Swimmers should have some introduction to breaststroke and butterfly. Swimmers should also have some introduction to diving.

Emphasis

All practices are geared toward acquisition of the skill set, learning social skills necessary for group participation, cognitive skills necessary for successful participation in training sessions, and aerobic development. In this group, swimmers are expected to learn how to perform all four competitive strokes legally.

Jedi participate in meets once coaches are confident that the athlete can perform skills properly. When they do begin competing we make sure that the meet choices are appropriate.

Practice

Five practices are offered for Jedi each week. Parents are encouraged to bring their children to 3 of them and not overdo it. At this age frequency of practice has little to do with future success and forcing more practices than the child enjoys is not advisable. Practice times are posted on the club web site.

### Training Group 1

Athletes in Group 1 expand the skill set learned at the Jedi level. Frequency of practice is slightly more important and practices are a little bit longer.

Emphasis

Practices are still geared toward acquisition of the skill set, but learning independence in a training environment and coping with the many distractions found in a group setting is also a key component to this group. Physically, practices are a bit more challenging in both intensity and length. The target age group is 8 to 11 years old and this is when a child's cardiovascular system starts to become trainable. A proper foundation of aerobic activity will help the child perform to potential in the next few years.

Group 1 athletes are encouraged to attend selected meets provided their skills are adequate. Athletes in this group will be entered in select events appropriate to their age or skill level.

Practice

Five practices are offered for Group 1 each week. Parents are encouraged to bring their children to 3 or 4 of them. At this age the frequency of practice is slightly more important than at the Jedi level but the child's enjoyment of the activity is the most important factor in setting an attendance schedule. Practice times are posted on the club web site.

### Training Group 2

Along with the Jedi and Group 1, this group forms the instructional base of the club. Practices are designed for skill acquisition and improvement, and aerobic development. Since swimmers in Group 2 are usually slightly older than Jedi and Group 1 athletes there is more of an aerobic component to practice sessions but the basic focus is on skills.

Minimum requirements

• Able to swim all 4 strokes, perform flip turns on freestyle and backstroke and consistently streamline properly.

• Is able to perform a forward dive.

• Knows how to use the pace clock.

Emphasis

Our major emphasis for this group is on improving the skill set, promoting aerobic development, and participation in smaller dual and invitational competitions.

Practice

Six practices are offered to Group 2 swimmers each week. Swimmers are encouraged to attend 3 to 5 sessions per week. Enjoyment of the practice experience is critical at this level. Practice frequency is just beginning to become an important training factor and athletes (or their parents) should not over do it. Practice times are posted on the club web site.

### Training Group 3

This level of the Saluki program is a transitional group between the instructional base of the club and higher training levels. The decision to move to Group 3 will be made by the swimmer, coach, and parent at the proper time assuming requirements are met. However, since participation in Group 3 has many more participatory requirements placed on the swimmers the choice to remain in Group 3 is a valid one.

Minimum requirements

• Able to swim all 4 strokes with proper turns and starts.

• Has meet times in the 100 distances of all strokes and in the 400/500 free.

• Able to maintain the workload required in the group.

Additional equipment needed - In addition to the usual swim suit, cap and goggles, swimmers in Group 3 need a pair of training fins and a water bottle.

Emphasis

As the requirements indicate this group stresses training and skill improvement with a focus on meet participation. Skill instruction continues with an introduction to basic training concepts such as mind set, energy use, training protocols etc.

Competition

Athletes in Group 3 have a choice of different types of meets to attend. In addition to the team meets other invitational and championship meets are offered.

Practice

Six to eight practice sessions are offered to Group 3 athletes each week. Swimmers are encouraged to attend all of them. At this level frequency of practice is important for improvement and future success. The time available to participate in other activities is limited. Group 3 practices Monday – Saturday and is also offered select morning practices. Times are posted on the club web site. This training group is also offered dryland workouts to build strength and flexibility.

### Training Group 4

This level serves as the introductory group to our senior training program. It is designed to prepare swimmers in three areas: technique, training and competitive experience.

Minimum requirements

• Several practice performance requirements.

• Displays interest necessary for success at higher training levels.

• Attendance at designated team meets.

• Able to maintain the workload required of the group. Additional equipment needed

In addition to the usual swim suit, cap and goggles, swimmers in Group 4 need a pair of Hydro Training fins, or training fins, hand paddles, and a water bottle.

Emphasis

Group 4 athletes continue education on training methods, racing strategy, athleticism, and competitive development. They are expected to attend designated meets as part of the requirements for remaining in this group. These meets are identified at the beginning of each season.

Competition

Athletes in Group 4 have a choice of different types of meets to attend. In addition to the team meets, other invitational and championship meets are offered.

Practice

Frequency of practice is vitally important to athletes in Group 4. Six to eight practice sessions are offered to Group 4 athletes each week. Swimmers are encouraged to attend all of them. The swim season for this group is geared for tapered and/or rested performance in an end-of-season championship meet in February/March and at the end of the summer season. The time available to participate in other activities is extremely limited and the notion that an athlete can balance other, time consuming interests and maintain the requirements for this group are unrealistic.

In addition to regular practices Monday thru Saturday, athletes in this group are offered select morning practices. Dryland workouts to build strength and flexibility are part of this group’s regular practice regimen.

## 3.2 PARENTS WATCHING PRACTICE:

The SSC coaching staff encourages parents to watch practice from time to time. It’s probably not best to watch practice every day nor is it healthy to never come to the pool. The reality of transporting young athletes and carpools is that many parents are present every day; however, you don’t necessarily need to watch every minute of practice.

Here are some important guidelines to keep in mind when observing a practice:

First, young swimmers want their parents’ approval more than anything. If they know you are watching practice, it’s only natural for some of their attention to be directed at you. However, for the swimmers to learn as much as possible, it is imperative that the coaches have your child’s undivided attention during practice. We ask that you not communicate with your child during practice and compete with the coach for his/her attention.

Second, we insist that parents do not interrupt the coaches on deck while they are coaching. If you need to communicate with a coach, please do so before or after practice (if they are not coaching another group) or via email or phone. This is a safety issue.

Third, our coaches spend a considerable amount of time planning weekly training sessions for each of their practice groups. Each training set or instructional drill has a purpose and one practice and/or practice set often builds on another throughout the week. If you have not attended all practices sessions, you may not understand the purpose of what the swimmers are doing on a given day.

Finally, please do not try to coach your child based on what you see (or think you don’t see) him/her do. The sport of swimming is very technical and it takes years for a swimmer to master the different skills required to be successful. The coaches may utilize a variety of teaching styles and techniques and you may not understand what the ultimate goal is of any given drill or training set. It is imperative that your child is hearing a consistent message and the messenger needs to be the coach. Please leave the coaching to the coaches of the team you have chosen to join and support. With these various reasons in mind, we ask parents to stay on the near side of the pool deck and not attempt to interfere with your child based on what you observe at practice. Thanks for your cooperation and support. Please contact your child’s coach if you have any questions.

## 3.3 Practice Attendance:

Consistent practice attendance will play a key role in your child’s success at every level of the SSC program. Each group in the SSC program is offered a practice schedule that is appropriate for the age and skill level of the swimmers in the group. If you want to get the most out of the program and maximize your child’s opportunity to improve, attendance at every practice offered is ideal.

## 3.4 Equipment:

Suits and goggles are required for practice. It is recommended that girls wear swim caps. A bag to carry swim gear is also recommended. Swimmers may want to bring a bottle of water. Tennis shoes are recommended for dry land activities. Please ask your primary coach about any needed training equipment. Watch emails and the website for all information regarding apparel and Saluki Swim Team gear.

# 4. Team Fees

## 4.1 Monthly Fees

Monthly training and meet fees are billed on the first of each month. Group fees can be found on the Team website, www.swimsaluki.com. Fees for swim meets vary per meet.

Failure to pay monthly bill after 30 days past due will result in suspension of the swimmer(s) from practice and meets until the outstanding balance has been paid.

## 4.2 Discounts

Families with more than one swimmer will receive a discount off of the additional swimmer’s monthly fees. Discounted fees can be found on our team website.

## 4.3 Suspending Membership

A 30 day written notice is required for any swimmer taking a break from SSC. A reactivation fee will be applied to any swimmer’s account upon return to the Team. Swimmers taking a break for high school swimming or a medically excused absence will not be assessed the reactivation fee. Families wishing to take a break for reasons other than medical or high school swimming may present their reasons to the Board of Directors. A majority vote from the Board of Directors would be needed to waive the fee in those cases. Any swimmer who takes a break must have his/her account paid in full before returning.

# 5. Swim Meets

## 5.1 When Should My Child Attend Swim Meets?:

The Saluki Swim Club believes in the value of competition for all group levels. Racing is fun and most swimmers are motivated to work hard in order to gain success at meets. All swimmers cleared to compete by the coaching staff are encouraged to participate in meets. Travel costs and other life commitments can make attending competition difficult at times and SSC understands when a decision is made to prioritize other events in an athlete’s schedule.

## 5.2 Procedures for Entering Swim Meets:

Prior to the start of each season, the meet schedule will be posted on the Team website. It is the responsibility of each family to check the meet schedule and follow the entry procedures in order to make sure your child is registered for each swim meet prior to the published deadline. Emails are also sent out from Team Unify to alert you of upcoming meet deadlines. If the swimmer is not registered through the Team website prior to the deadline, he or she will not be entered into the specific meet. All swimmers in Jedi and Groups 1-4 must register for each meet they want to participate in. The following steps are outlined for registering your swimmer for swim meets:

• Login to the SSC website: www.swimsaluki.com

• Login to your account then Click Attend/Decline next to the listed swim meet.

• In the notes section, type any session that your swimmer cannot attend. If you leave this section blank, the coach is assume your swimmer is swimming all sessions.

• Click Save Changes

The following steps can be used to see what events your swimmer is registered for in a swim meet:

1. Login to the SSC website: www.swimsaluki.com

2. Login to your account

3. Click Edit Commitment next to the listed swim meet.

4. You will see a listing of each event your swimmer has been registered to swim.

5. The coaching staff of SSC is responsible for entering the swimmers in to each meet. The entries are submitted to the meet director of the host team. Payment is required prior to the meet. Meet fees are non-refundable and therefore we are unable to issue any family a refund if they are unable to attend a meet that they signed up for. Any changes must be submitted prior to the meet entry deadline or you are responsible for any entry fees.

## 5.3 What Events Will My Child Swim?

The coaches decide what events each swimmer will be entered into for each meet. Each swimmer will participate in all events that the coach has entered him/her in. There will be times that a swimmer is entered into an event that he/she or the parents do not feel is the child’s strongest event. The coaches still want the child to have the experience of trying in order to gain experience. It is the parents’ job to support the coaches and encourage their child to try his/her best in each entered event. It is important for all swimmers to gain early experience in all stroke and events in terms of skill development and developing positive attitudes toward difficult experiences. Scratching an event is not allowed except under certain circumstances that are determined by the coach.

The coaching staff will determine placement of swimmers into relays. Relay swims are a privilege and not a right for SSC swimmers and the coaches will fill relays for a particular meet. Each scheduled meet will list the groups that are eligible to attend. Swimmers are only to enter meets listed for their swim group. Swimmers and/or parents are not allowed to enter into meets outside the SSC schedule unless prior coach approval is received.

## 5.4 Swimwear at Meet Policy

Purpose: Competitive swimming is certainly considered an individual sport. However, we do compete in swim meets as a team and want to create an environment where our swimmers feel they are part of a team and grow in character supporting each other as teammates.

Policy: SSC swimsuits are not required but are recommended. If an SSC suit is not worn, a solid color suit (black, navy, gray), technical suits or others, are the only other acceptable suits to wear at meets.

SSC caps purchased through the Team are recommended, but not required except at a championship meet. At Team championship meets (A Champs, Division 1, Senior Champs, Long Course Champs, Sectionals) all caps must be SSC caps that are purchased through the Team. SSC shirts are recommended, but not required unless for a championship meet. If a championship Team t-shirt is issued for a meet, the coach will usually designate a session of the meet for all who have one to wear in order to show Team unity. It is up to the coaching staff’s discretion to determine swimwear policy violations at meets. Violation of this policy can result in the swimmer not participating in the meet.

## 5.5 Attending a Meet:

Families are responsible for arranging transportation and lodging to all swim meets. Carpooling is encouraged. At times, blocks of hotel rooms are made available for out of town meets. If such blocks are made, an email to the swimmers entered into the meet will be sent out with the hotel and booking information. Team dinners for out of town meets are often arranged. Families will also be notified of such dinners via email.

Showing up:

Warm up information will be available on the Team website or on the host team’s website. Swimmers should arrive in plenty of time prior to warm ups, to avoid possibly being scratched from the meet. Some meets have positive check in. There will be a table set up where your swimmer’s name should be marked to let the host team know that he/she is there. Swimmers should also arrive in plenty of time to change, find where the team will be sitting, and get prepared for the meet’s start.

Planning for the Meet:

Meets are typically 1⁄2 day events with a morning or afternoon session. On the Team website, you can access the meet information to see when your child will swim. Some meets have prelims and finals. Prelims are swum in the morning and the top 16 swimmers will return in the evening for finals. When packing, it is a good idea to bring 2 swimsuits, 2 caps, 2 pair of goggles, sunscreen (if an outdoor meet), towels, shorts or sweats and a sweatshirt to wear over a wet suit, water, and healthy snacks. Needless to say, there is some down time during the meet when your child is waiting for his or her event. It is a good idea to bring items to entertain your child while waiting such as, music, cards, a book, and a blanket/sleeping bag.

Parents also need to plan for a meet. You will need money, a pen and highlighter, sharpie, lawn chair or bleacher chair, snacks, hat (for outdoor meets), sunscreen (for outdoor meets), and a tent (for outdoor meets). Indoor pool areas can be very warm, however, some meets require parents and swimmers to sit outside of the pool area. These rooms are sometimes chilly.

Heat sheets will be available for a cost. Most heat sheets include all sessions. When there are prelims and finals, there are usually finals heat sheets. You will need to show your prelims’ heat sheet in order to receive a finals’ heat sheet. It is a good idea to purchase a heat sheet so you and your swimmer will know what event, heat, and lane he/she is in. Some swimmers will use a sharpie to write this information on their arms to help them keep track of where they are supposed to be throughout the meet. Results of each event will be posted near where the spectators are. If you can’t find the results, just ask someone from the host team or an SSC parent.

## 5.6 Home Meet Work Policy:

SSC will host a variety of swim meets per year, depending on team finances. In order to insure these meets are run efficiently and offer the swimmers attending our meets a positive experience, we have to have participation from our team parents to fill all the roles and complete all the tasks associated with preparing for and running each meet. Details of the current work policy can be found on the team website.

# 6. Code of Conduct

## 6.1 General Guidelines:

Membership in SSC is a privilege for those swimmers and families who wish to pursue excellence in all aspects of swimming. Therefore, membership may be withdrawn or denied by SSC at any time where the Head Coach and/or Board of Directors determines that a member or prospective member’s conduct does not follow the mission and values of this organization or is harmful to the sport or current membership.

• Discrimination which conflicts with SSC’s ability to provide: “an equal opportunity to amateur athletes; coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, gender, or national origin.

• Any sexual conduct, advance or other inappropriate sexually oriented behavior or action directed towards an athlete by (1) a coach member or other non-athlete member, or (2) any other adult participating in any capacity whatsoever in the affairs or activities of SSC (whether such adult is a member or not). Any nonconsensual physical sexual conduct, or pattern of unwelcome advances or other sexual harassment in connection with or incidental to an SSC-related activity by any person participating in the affairs or activities of SSC (whether such person is a member or not) directed toward any member or other person participating in the affairs or activities of SSC.

• The sale or distribution of illegal drugs or the illegal sale or distribution of any substance listed on FINA’s recognized list of banned substances.

• The use of illegal drugs or alcohol in the presence of an athlete, by a coach, official, trainer of, or person who, in the context of swimming, is in a position of authority over that athlete.

• The providing of alcohol to an athlete by a coach, official, trainer, manager or any other person where the athlete is under the legal age allowed to consume or purchase alcohol in the state where the alcohol is provided.

• The abuse of alcohol in the presence of an athlete under the age of 18, by a coach, official, trainer, or a person who, in the context of swimming, is in a position of authority over that athlete.

• Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete.

• Any act of fraud, deception or dishonesty in connection with any SSC related activity.

• Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward any meet official and which is related to any decision made by such official in connection with a USA Swimming sanctioned competition.

• Violation of any team misconduct rule as established by the USOC, USA Swimming, any Zone or LSC team authority.

• Any other material and intentional act, conduct or omission not provided for above, which is detrimental to the image or reputation of SSC, USA Swimming, an LSC, or the sport of swimming.

## 6.2 Best Practices

* Parents are encouraged to appropriately support their children’s swimming experience.
* All swimming practices will be open to observation by parents.
* Two-deep Leadership: One coach member and at least one other adult who is not in the water will be present at all practices and other sanctioned club activities whenever at least one athlete is present.
* Open and Observable Environment: An open and observable environment will be maintained for all interactions between adults and athletes. Private, or one-on-one situations, will be avoided unless they are open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.
* Coaches will not invite or have an athlete(s) to their home without the permission of the athlete’s parents (or legal guardian).
* During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and open and observable environments will be maintained.
* Athletes will not ride in a coach’s vehicle without another adult present who is the same gender as the athlete, unless prior parental permission is obtained.
* During overnight team travel, if athletes are paired with other athletes they will be of the same gender and should be a similar age. Where athletes are age 13 & over, chaperones and/or team managers would ideally stay in nearby rooms. When athletes are age 12 & under, a chaperone and/or team manager is permitted to share a room with two or more athletes. Where chaperones/team managers are staying in a room with athletes, they should be the same gender as the athlete and prior written consent must be given by the athlete’s parents (or legal guardian).
* When only one athlete and one coach travel to a competition, at the competition the coach and athlete should attempt to establish a “buddy” club to associate with during the competition and when away from the venue.
* Communications between non-athlete adult members and athletes will not include any topic or language that is sexual or inappropriate in nature.
* Non-athlete adult members should respect the privacy of athletes in situations such as changing of clothes, showering, etc. Non-athlete adult members should protect their own privacy in similar situations.
* Relationships of a peer-to-peer nature with any athletes should be avoided. For example, coaches should avoid sharing their own personal problems with athletes.
* Coaches and other non-athlete adult members should avoid horseplay and roughhousing with athletes.
* When a coach touches an athlete as part of instruction, the coach should do so in direct view of others and inform the athlete of what he/she is doing prior to the initial contact. Touching athletes should be minimized outside the boundaries of what is considered normal instruction. Appropriate interaction would include high fives, fist bumps, side-to-side hugs and handshakes.
* Coaches will not initiate contact with or accept supervisory responsibility for athletes’ outside club programs and activities.
* Coaches will not engage in sexual intimacies with a former athlete for at least two(2) years after the cessation or termination of professional services. Because sexual intimacies with a former athlete are frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public’s use of needed services, coaches should not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after two (2) years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:
* The amount of time that has passed since the coach-athlete relationship terminated;
* The circumstances of termination;
* The athlete’s personal history;
* The athlete’s current mental status;
* The likelihood of adverse impact on the athlete and others; and
* Any statements or actions made by the coach during the course of the athlete-coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach.
* Both the athlete and the coach must be 18 years of age or older.

# Saluki Respect - The Golden Rule will guide our actions as a Saluki

## Respectful Attitudes - Our Team shows respect for each other.

* As Coaches, we respect each other, the parents and the athletes. We will do our best to build a team spirit of excellence, integrity, and fun as we develop our athletes into excellent competitors and citizens with strength of character, mind, and body.
* As Athletes, we respect our coaches, our parents, and our teammates. We are thankful for our coaches and our parents who sacrifice their time, and resources for us to be able to train and compete. We are thankful for our health, and the ability to be a Saluki. Our respect shows an *“attitude of gratitude.”* We also respect our opponents.
* As Parents, we respect and are grateful for our coaches, and we will support them as they train and inspire our children to strive for excellence in swimming, citizenship, and in strength in character. We will praise and encourage our children for doing their best, for competing fairly, and we will never criticize them for making a mistake. We will abide by the official’s decisions and will not question them in public.
* All of us are part of Saluki – Athletes, Coaches, Directors, Officials, Parents, Brothers, Sisters, Children. Each part makes us stronger. We treat every part of our team with respect. We do not speak poorly of anyone who is one of the Saluki Family.
* We remember to be respectful by saying “please, thank you” and “excuse me.”
* We will do the exercises that we are asked and we’ll remember that we will only improve through hard work and determination.
* We arrive at practices, and meets, with a positive attitude, prepared to work hard, do our best, be a team player, and have fun!
* We will help our younger or less experienced teammates to have the confidence to race.
* We don’t put down or disrespect athletes that we compete against - win or lose.
* We respect our bodies, and will keep our mind and body in excellent physical condition. We will train hard, eat healthy food, and get sufficient rest.
* Our Team uses “The Golden Rule” as a guideline for our attitudes, words, and actions: *“Do unto others as you would have them do unto you.”*

## Respectful Words - Our respectful attitude helps us use respectful words

* We use kind words that build our team up - not cursing, rude or disrespectful words that tear others down.
* We encourage our teammates - during training and at meets.
* We are inclusive. Our teammate’s race, religion, gender, orientation, handicaps, socio-economic status, rich or poor don’t matter to us. We respect and support all of our teammates and opponents.
* We apologize if we hurt or offend someone on our team or on the other teams.
* We won’t talk back or curse when we disagree with a decision by an official.
* We have strength of character. We will inform other Saluki if they are not following the promises they have made in agreeing to this pledge – in a respectful way.

## Respectful Actions - The Golden Rule will guide our actions in competition

* When our teammates are racing, we will support them and cheer them on. Our support helps them go farther faster.
* We listen attentively and obey our coaches quickly and with a good attitude. We talk to our coaches before and after every race.
* We compete fairly by the rules.
* We will have self-control of our words and actions before, during, and after each race. We control our temper.
* At the end of each race, we thank the other athletes for the race and say good job, or good race.
* We celebrate our victories as a team, and learn together from our losses.
* We will not harm our bodies by using cigarettes, drugs, or alcohol.
* We are proud of our team, and will represent the team with pride and integrity. As athletes, we realize we are role models for younger children in our community, so we will be examples of a good sportsmen and good citizens - during competition, training, and after in our daily lives.

This is ***Saluki Respect***,

Every member, athlete, non-athlete, coach, parent, guardian, and board member is required to read, agree, and sign a form showing that they understand it in order to be part of Saluki. Parents or guardians of younger members are strongly encouraged to read this with their child to make sure that everyone understands what it means. This should not be taken lightly. We have a *“Three Strike”* you’re out policy. If you get three strikes it’ll be up to the board to decide your punishment.

## Enforcement

Minor infractions of the pledge are corrected by teammates – A simple reminder of the promises made and the Saluki that has made a mistake can correct themselves by apologizing to the person or people that they have disrespected. Minor infractions do not earn “Strikes”.

Major infractions should be reported either to the athlete’s coach, a board member, or salukirespect@gmail.com. Major infractions will be addressed by a panel made up of one athlete, one board member, and one coach. None of these people should be either involved in the incident or be related to those involved. The selected board member will select the other two members. The actions and information gathered by this board are strictly confidential. Only the panel’s decision is reported to The Board. Breaking this confidentiality is an automatic strike against the offender. The panel will inform the parent/guardians of any minor athletes involved prior to speaking to them – parental involvement in corrective actions is essential. The group will talk, privately and individually to all those involved in the incident. The panel will determine what corrective actions are appropriate and may assign a “Strike”. The decision of this panel is binding. The secretary of the Board of Directors will retain confidential record of any assigned strikes until they expire.

Strikes do expire. For athlete members, strikes expire after 3 months from the time the panel assigns them. For non-athlete members, strikes expire after 6 months. If a Saluki accumulates 3 active strikes, the cases will be given to the Board of Directors for disciplinary action. The Board may choose suitable disciplinary action, up-to, and including expulsion from Saluki.

## 6.3 Corrective Action for Violations:

SSC members are required to sign and follow an established Code of Conduct that lays out expected behavior of individuals during practice, in the locker rooms before and after practice, home and away meets, and Team sponsored activities.

These steps will be followed if corrective action is required following violation of the Code of Conduct or behaviors deemed inappropriate by the coaching staff or Board of Directors:

* 1st offense: Verbal warning that will be immediately communicated to the swimmer’s parents.
* 2nd offense: Suspension of swimmer and or family from the Team for a period of time determined by the Head Coach.
* 3rd offense: Expulsion of the swimmer and or family from the Team determined by the Head Coach and the Board of Directors.

The Board of Directors will be notified of all violations of the Code of Conduct or inappropriate behaviors of any swimmer or parent. The Head Coach will keep written record of all violations in the swimmer’s file.

## 6.4 Membership Termination

Any member of SSC may leave the Team at any time. If a swimmer decides to leave SSC, the Head Coach and Treasurer must receive notification and all financial obligations must be settled. It the swimmer is transferring to another team, he/she will not be released from SSC until all financial obligations are met. SSC has the right to terminate the membership of any swimmer if the member violates the Code of Conduct or encourages other members to violate it.

# 7. SSC Parents

## 7.1 Your Role as a Swimmer’s Parent:

As parents, you can help your child achieve success in this sport by being supportive and positive role models. You should always demonstrate good sportsmanship toward coaches, officials, teammates, and other parents. Encourage your child to establish his/her own goals and work toward achieving those goals. Be careful not to impose your own goals on your child. NEVER overburden your child with the need to win or achieve best times.

LET THE COACHES DO THE COACHING:

The best way to help your child achieve his/her swimming goals is to remember that you are the parent and the coach is the coach. The coach is the only person who should give criticism and technical information to your child at meets and during practice. You may feel that you are helping your child, however, too much or conflicting information will only confuse your swimmer.

Do your best to have your child attend practice regularly and arrive on time and ready to practice. Try to attend meets and cheer on your child and other teammates. Show support of the Team by volunteering.

Acknowledge improvements your swimmer achieves, whether they won the event or not. Demonstrate a healthy, competitive attitude. Ask your child’s coach anytime you have a question about him/her or the Team. During practice time is not an appropriate time to address the coach about these issues.

Make sure your swimmer arrives to meets, ready to go and on time. Always check with the coach before your swimmer leaves a meet. They may have been added to a relay or need information on the next session. Parents’ should conduct themselves in an appropriate manner at swim meets. Remember you are our Team’s representatives in the stands. It is the coach’s job to advise the swimmer how to swim his/her event and to discuss results following a race. Discuss all rumors, complaints and criticisms with the coaching staff and/ or Board of Director instead of gossiping to other parents. Leave stroke work and training to the coaches. They are the trained specialists. Do not try to talk to your child during practice. Your child’s total attention should be on his or her coaches. Don’t discipline your child if he/she performs poorly at a swim meet. This may cause a dislike for swimming and diminish his/her self-esteem. Please seek out advice and answers to your question from the coaches. Evaluating the Team, practice, or meets based on one or two other parents or swimmers may lead to misinformation and undue rumors. Do not expect your swimmer to achieve best times at every meet. They won’t!! Do not assume if your swimmer is performing a stroke incorrectly that he/she has not been told to or how to correct it by the coaches. Habits can be difficult to correct and may take quite a bit of time to overcome. Avoid participating in negative conversations about any swimmers, coaches, opponents, parents, or facilities! If you are at a swim meet and do not agree with a call made by a stroke judge, do not argue or approach an official. Let the coaches handle any problems. You need to be ready to accept the possibility that every swimmer may get disqualified sometime. ENCOURAGE YOUR SWIMMER!!!!!

## 7.2 Volunteering

SSC is a parent run team. This means that in addition to having the best coaching staff possible, the Team relies on its parents to be successful. The Team is overseen by a Board of Directors. In addition to serving on the Board of Directors, SSC parents have opportunities to become involved in the Team. Many volunteer opportunities are available and are posted on the team website.