



Code of Conduct

Version 1.5 – Fall 2019

Code of Conduct

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 Therefore, membership may be withdrawn or denied by SSC at any time where the Head Coach and/or Board of Directors determines that a member or prospective member's conduct does not follow the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. The following are the specific elements of Saluki Swim Club's Code of Conduct.

- Protection of our Minor Athletes is of ultimate importance. If there is a conflict between the current USA Swimming Safe Sport Minor Athlete Abuse Prevention Policy (MAAPP) and another element of The Code of Conduct, the MAAPP will be followed.
- Discrimination in violation of the Amateur Sports Act which requires an equal opportunity be provided to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of swimming is not allowed. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited.
- Any sexual conduct, advance or other inappropriate sexually oriented behavior or action directed towards an athlete by a coach member or other non-athlete member, or any other adult participating in any capacity whatsoever in the affairs or activities of SSC (whether such adult is a member or not) is prohibited. 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 is prohibited.
- The sale or distribution of illegal drugs as defined by federal, state, or local laws or the illegal sale or distribution of any substance listed on FINA's recognized list of banned substances is prohibited.
- 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 is prohibited.
- 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 is prohibited.
- 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 is prohibited.

- Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete is prohibited.
- Any act of fraud, deception or dishonesty in connection with any SSC related activity is prohibited.
- 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 is prohibited.
- Violation of any team misconduct rule as established by the USOC, USA Swimming, any Zone or LSC team authority is prohibited.
- 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 is prohibited and is a violation of the Code of Conduct.
- Inappropriate touching between an athlete and an adult non-athlete member or Participating Non-Member is prohibited, including, but not limited to, excessive touching, hugging, kissing, sexually oriented behavior, sexually stimulating or otherwise inappropriate games, and having an athlete sit on a non-family member adult's lap.
- Any rubdown or massage performed on an athlete by any adult member or Participating Non-Member, excluding the spouse, parent, guardian, sibling, or personal assistant of such athlete, is prohibited unless such adult is a licensed massage therapist or other certified professional. Any rubdown or massage performed at a swim venue by a licensed professional must be conducted in open/public locations and must never be done with only the athlete and licensed massage therapist in the room. Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete under any circumstances.
- Use of audio or visual recording devices, including a cell phone camera, is not allowed in changing areas, rest rooms or locker rooms. Cell phones and similar electronic devices must be stored in a pocket or some form of opaque case at all times while in these prohibited areas.
- Employees and volunteers of USA Swimming, Zones, LSCs and member clubs who interact directly and frequently with athletes as a regular part of their duties and individuals with any ownership interest in a member club must be non-athlete members of USA Swimming and satisfactorily complete criminal background checks as required by USA Swimming. This does not apply to volunteers such as timers, marshals, computer operators, etc. who only have limited contact with athletes during a meet. Any individual who is banned, currently suspended or ineligible for membership is prohibited from serving as a timer, marshal, or computer operator, or otherwise being on deck at any time in connection with a USA Swimming activity.

- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete unless the coach is the parent, guardian, sibling, or spouse of that particular athlete.
- Team managers and chaperones must be members of USA Swimming and have successfully passed a USA Swimming-required criminal background check.
- When only one athlete and one coach travel to a competition, the athlete must have his/her parent's (or legal guardian's) written permission in advance to travel alone with the coach.
- It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.7 of the USA Swimming Rule Book to the IOC sanctioned Safe Sport administration (safesport.org), state and local law enforcement, and, USA Swimming's Director of Safe Sport. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency. Reporting must be made within 24 hours of discovery or knowledge. Failure to report is a violation of federal laws as well as this Code of Conduct.
- Filing a knowingly false allegation of sexual misconduct is prohibited and may violate state criminal law and civil defamation laws. Any person making a knowingly false allegation of sexual misconduct shall be subject to disciplinary action by USA Swimming.
- Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse.
- No Member shall retaliate against any individual who has made a good faith report under any provision of the Code of Conduct. There shall be a rebuttable presumption that any adverse action regarding the employment, membership, or other material rights of an individual who has made a good faith report within 90 days of a report is retaliatory. An adverse action includes, without limitation: discharge or termination; demotion or reduction in compensation for services; or the removal of or from, or restrictions on, access to facilities, team activities or team membership privileges.
- Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete. "Physical abuse" is defined as a non-accidental injury and/or an injury primarily caused by the gross negligence on the part of the person in a position of authority over the athlete.
- Bullying of an athlete by a coach member or other non-athlete member who is in a position of authority over that athlete.
- Bullying of a member or Participating Non-Member of USA Swimming by a non-athlete member. Allegations of Bullying of an athlete member by a coach member shall be investigated under section 304.3.12 of the USA Swimming Rule Book. Bullying of an athlete member of USA Swimming by another athlete

member shall not be considered a Code of Conduct violation, except in the most egregious and flagrant situation, but is nevertheless a serious matter to be handled by the applicable club(s) pursuant to its anti-bullying plan.

- Saluki and all of its membership will not allow any person who has been placed on the USA Swimming list of “Individuals Permanently Suspended or Ineligible” to coach or instruct any of its athlete members, aid or abet coaching or instruction of athletes by any person who has been placed on the USA Swimming list of “Individuals Permanently Suspended or Ineligible,” or allow any person who has been placed on the USA Swimming list of “Individuals Permanently Suspended or Ineligible” to have an ownership interest in such USA Swimming club or its related entities.

Enforcement

Minor infractions of the Code of Conduct and the associated addendum documents 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 one or more “Strikes”. The decision of this panel is binding. A designated member 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.

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. If 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.

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.

Team Travel Policy for Saluki Swim Club

Purpose: Athletes are most vulnerable to misconduct during travel, particularly overnight stays. This includes a high risk of athlete-to-athlete misconduct. During travel, athletes are often away from their families and support networks, and the setting - new changing areas, locker rooms, workout facilities, automobiles and hotel rooms - is less structured and less familiar.

The USA Swimming – Safe Sport – Minor Athlete Abuse Prevention Policy supersedes any element of the travel policy when there is a conflict.

Team Travel is defined as overnight travel to a swim meet or another team activity that is planned and supervised by the club or LSC.

1. Club travel policies must be signed and agreed to by all athletes, parents, coaches and other adults traveling with the club.
2. Team managers and chaperones must be members of USA Swimming and have successfully passed a USA Swimming-administered criminal background check.
3. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling, or spouse of that particular athlete).
4. When only one athlete and one coach travel to a competition, the athlete must have his/her parents' (or legal guardian's) written permission in advance to travel alone with the coach.
5. 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.
6. 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.
7. During overnight team travel, if athletes are paired with other athletes they shall 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, chaperones and/or team managers may stay with athletes. Where chaperones/team managers are staying in a room with athletes, they should be the same gender as the athlete and written consent should be given by athlete's parents (or legal guardian).
8. 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.
9. To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athlete's rooms and no female athletes in male athlete's rooms (unless the other athlete is a sibling or spouse of that particular athlete).

10. A copy of the Club Code of Conduct must be signed by the athlete and his/her parent or legal guardian.
11. Team or LSC officials will obtain a signed Liability Release and/or Indemnification Form for each athlete.
12. Team or LSC officials will carry a signed Medical Consent or Authorization to Treat Form for each athlete.
13. Curfews shall be established by the team or LSC staff each day of the trip.
14. Team members and staff traveling with the team will attend all team functions including meetings, practices, meals, meet sessions, etc. unless otherwise excused or instructed by the head coach or his/her designee.
15. The directions & decisions of coaches/chaperones are final.
16. Swimmers are expected to remain with the team at all times during the trip. Swimmers are not to leave the competition venue, the hotel, a restaurant, or any other place at which the team has gathered without the permission/knowledge of the coach or chaperone.
17. When visiting public places such as shopping malls, movie theatres, etc. swimmers will stay in groups of no less than three persons. 12 & Under athletes will be accompanied by a chaperone.
18. The Head Coach or his/her designee shall make a written report of travel policy or code of conduct violations to the president of the Board of Directors of Saluki Swim Club or LSC leadership and the parent or legal guardian of any affected minor athlete.

Travel Best Practices

1. Safety
 - a. Additional guidelines to be established as needed by the coaches;
 - b. Supervised team room provided for relaxation and recreation;
 - c. Respect the privacy of each other;
 - d. Only use hotel rooms with interior entrances; and
 - e. Must wear seat belts and remain seated in vehicles;
2. Behavior
 - a. Be quiet and respect the rights of teammates and others in hotel;
 - b. Be prompt and on time;
 - c. Develop cell phone usage guidelines;
 - d. Develop computer use guidelines including social media;
 - e. Respect travel vehicles;
 - f. Establish travel dress code;
 - g. Use appropriate behavior in public facilities;
 - h. Establish two different curfews - in own rooms and lights out;
 - i. Must stay in assigned hotel room; and
 - j. Needs and wellbeing of the team come first.
3. Financial
 - a. No room service without permission;
 - b. Swimmers responsible for all incidental charges;
 - c. Swimmers responsible for any damages or thievery at hotel;
 - d. Must participate in contracted group meals; and

- e. Communicate travel reimbursement information and policies.
4. General
- a. Establish fair trip eligibility requirements;
 - b. Establish age guidelines for travel trips;
 - c. Parent(s) responsible for getting swimmer(s) to stated departure point;
and
 - d. Requirements for families to attend "Team Travel Meets."

Action Plan of the Saluki Swim Club to Address Bullying

PURPOSE

Bullying of any kind is unacceptable at Saluki Swim Club (the "Club") and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Club is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, board member or athlete/mentor.

Objectives of the Club's Bullying Policy and Action Plan:

- To make it clear that the Club will not tolerate bullying in any form.
- To define bullying and give all board members, coaches, parents and swimmers a good understanding of what bullying is.
- To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
- To make how to report bullying clear and understandable.
- To spread the word that Saluki Swim Club takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress.

The USA Swimming Code of Conduct defines bullying in 304.3.7. Bullying is the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

1. Causing physical or emotional harm to the other member or damage to the other member's property;
2. Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
3. Creating a hostile environment for the other member at any USA Swimming activity;
4. Infringing on the rights of the other member at any USA Swimming activity; or
5. Materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section

shall include, without limitation, practices, workouts and other events of a member club or LSC).

REPORTING PROCEDURE

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

1. Talk to your parents;
2. Talk to a Club Coach, Board Member, or other designated individual;
3. Email the problem to salukirespect@gmail.com;
4. Write a letter or email to the Club Coach, Board Member, or other designated individual;
5. Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

HOW WE HANDLE BULLYING

If bullying is occurring during team-related activities, we STOP BULLYING ON THE SPOT using the following steps:

1. Intervene immediately. It is ok to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the kids involved, including bystanders.
6. Model respectful behavior when you intervene.

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by FINDING OUT WHAT HAPPENED and SUPPORTING THE KIDS INVOLVED using the following approach:

FINDING OUT WHAT HAPPENED

1. First, we get the facts.
 - a. Keep all the involved children separate.
 - b. Get the story from several sources, both adults and kids.
 - c. Listen without blaming.
 - d. Don't call the act "bullying" while you are trying to understand what happened.
 - e. It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyber bullying. Collect all available information.
2. Then, we determine if it's bullying. There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.

- a. Review the USA Swimming definition of bullying;
- b. To determine if the behavior is bullying or something else, consider the following questions:
 - i. What is the history between the kids involved?
 - ii. Have there been past conflicts?
 - iii. Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted child feels like there is a power imbalance, there probably is.
 - iv. Has this happened before? Is the child worried it will happen again?
 - v. Remember that it may not matter "who started it." Some kids who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior.
- c. Once you have determined if the situation is bullying, support all of the kids involved.

SUPPORTING THE KIDS INVOLVED

1. Support the kids who are being bullied
 - a. Listen and focus on the child. Learn what's been going on and show you want to help. Assure the child that bullying is not their fault.
 - b. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input. It may help to:
 - c. Ask the child being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
 - d. Develop a game plan. Maintain open communication between the Club and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
 - e. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.
2. Address bullying behavior
 - a. Make sure the child knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
 - b. Show kids that bullying is taken seriously. Calmly tell the child that bullying will not be tolerated. Model respectful behavior when addressing the problem.
 - c. Work with the child to understand some of the reasons he or she bullied. For example:
 - i. Sometimes children bully to fit in or just to make fun of someone is a little different from them. In other words, there may be some insecurity involved.

- ii. Other times kids act out because something else-issues at home, abuse, stress-is going on in their lives. They also may have been bullied. These kids may be in need of additional support.
 - d. Involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:
 - i. Write a letter apologizing to the athlete who was bullied.
 - ii. Do a good deed for the person who was bullied, for the Club, or for others in your community.
 - iii. Clean up, repair, or pay for any property they damaged.
 - e. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.
- 3. Support bystanders who witness bullying. Every day, kids witness bullying. They want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.
 - a. Be a friend to the person being bullied;
 - b. Tell a trusted adult - your parent, coach, or club board member;
 - c. Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start."
 - d. Set a good example by not bullying others.
 - e. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

Minor Athlete Abuse Prevention Policy

THIS POLICY APPLIES TO:

- All USA Swimming non-athlete members and adult athlete members;
- Participating non-members (e.g., meet marshals, meet computer operators, timers, etc.);
- LSC and club adult staff and board members; and
- Any other adult authorized to have regular contact with or authority over minor athletes. Collectively “Applicable Adult(s)”

GENERAL REQUIREMENT

USA Swimming member clubs and LSCs are required to implement this Minor Athlete Abuse Prevention Policy in full. The Minor Athlete Abuse Prevention Policy must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of member clubs on an annual basis with such written agreement to be retained by the club.

ONE-ON-ONE INTERACTIONS

Observable and Interruptible

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) must occur at an observable and interruptible distance from another adult unless meeting with a Mental Health Care Professional and/or Health Care Provider (see below) or under emergency circumstances.

Meetings

Meetings between a minor athlete and an Applicable Adult may only occur if another adult is present and where interactions can be easily observed and at an interruptible distance from another adult, except under emergency circumstances.

If a one-on-one meeting takes place, the door to the room must remain unlocked and open. If available, it must occur in a room that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

Meetings must not be conducted in an Applicable Adult or athlete’s hotel room or other overnight lodging location during team travel.

Meetings with Mental Health Care Professionals and/or Health Care Providers

If a Mental Health Care Professional and/or Health Care Provider meets with a minor athlete in conjunction with participation, including at practice or competition sites, a closed-door meeting may be permitted to protect patient privacy provided that:

The door remains unlocked;

Another adult is present at the facility;

The other adult is advised that a closed-door meeting is occurring; and

Written legal guardian consent is obtained in advance by the Mental Health Care Professional and/or Health Care Provider, with a copy provided to the club.

Individual Training Sessions

Individual training sessions outside of the regular course of training and practice between Applicable Adults and minor athletes are permitted if the training session is observable and interruptible by another adult. Legal guardians must be allowed to observe the training session.

SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS

Content

All electronic communication from Applicable Adults to minor athletes must be professional in nature.

Open and Transparent

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), the minor athlete's legal guardian must be copied. If a minor athlete communicates to the Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult must copy the minor athlete's legal guardian on any electronic communication response to the minor athlete.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult must copy another adult.

Requests to Discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the club, LSC or by an Applicable Adult subject to this Policy. The organization must abide by any such request that the minor athlete not be contacted via electronic communication, or included in any social media post, absent emergency circumstances.

Hours

Electronic communications must only be sent between the hours of 8:00 a.m. and 8:00 p.m., unless emergency circumstances exist, or during competition travel.

Prohibited Electronic Communication

Applicable Adults with authority over minor athletes are not permitted to maintain private social media connections with unrelated minor athletes and such Applicable Adults are not permitted to accept new personal page requests on social media platforms from minor athletes, unless the Applicable Adult has a fan page, or the contact is deemed as celebrity contact as opposed to regular contact. Existing social media connections with minor athletes must be discontinued. Minor athletes may “friend” the club and/or LSC’s official page.

Applicable Adults with authority over minor athletes must not send private, instant or direct messages to a minor athlete through social media platforms.

TRAVEL

Local Travel

Local travel consists of travel to training, practice and competition that occurs locally and does not include coordinated overnight stay(s).

Applicable Adults must not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must always have at least two minor athletes or another adult in the vehicle, unless otherwise agreed to in writing by the minor athlete’s legal guardian.

Legal guardians must pick up their minor athlete first and drop off their minor athlete last in any shared or carpool travel arrangement.

Team Travel

Team travel is travel to a competition or other team activity that the organization plans and supervises.

During team travel, when doing room checks two-deep leadership (two Applicable Adults should be present) and observable and interruptible environments must be maintained.

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete’s legal guardian must provide written permission in advance and for each competition for the minor athlete to travel alone with said Applicable Adult.

Team Managers and Chaperones who travel with the club or LSC must be USA Swimming members in good standing.

Unrelated non-athlete Applicable Adults must not share a hotel room, other sleeping arrangement or overnight lodging location with an athlete.

Minor athletes should be paired to share hotel rooms or other sleeping arrangements with other minor athletes of the same gender and of similar age. When a minor athlete and an adult athlete share a hotel room or other sleeping arrangement, the minor athlete's legal guardian must provide written permission in advance and for each instance for the minor to share a hotel room or other sleeping arrangement with said adult athlete.

Meetings during team travel must be conducted consistent with the One-on-One Interactions section of this Policy (i.e., any such meeting must be observable and interruptible). Meetings must not be conducted in an individual's hotel room or other overnight sleeping location.

LOCKER ROOMS AND CHANGING AREAS

Requirement to Use Locker Room or Changing Area

The designated locker room or changing area must be used when an athlete or Applicable Adult changes, in whole or in part, into or out of a swimsuit when wearing just one suit (e.g., deck changing is prohibited).

Use of Recording Devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces by a minor athlete or an Applicable Adult is prohibited.

Undress

An unrelated Applicable Adult must not expose his or her breasts, buttocks, groin or genitals to a minor athlete under any circumstance. An unrelated Applicable Adult must not request an unrelated minor athlete to expose the minor athlete's breasts, buttocks, groin or genitals to the unrelated Applicable Adult under any circumstance.

One-on-One Interactions

Except for athletes on the same team or athletes attending the same competition, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area, except under emergency circumstances. If the organization is using a facility that only has a single locker room or changing area, separate times for use by Applicable Adults must be designated.

Monitoring

The club must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by use of the following methods:

Conducting a sweep of the locker room or changing area before athletes arrive;

Posting staff directly outside the locker room or changing area during periods of use;

Leaving the doors open when adequate privacy is still possible; and/or

Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.

Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

Legal Guardians in Locker Rooms or Changing Areas

Legal guardians are discouraged from entering locker rooms and changing areas. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.

MASSAGES AND RUBDOWNS/ATHLETE TRAINING MODALITIES

Definition: In this section, the term "Massage" refers to any massage, rubdown, athletic training modality including physical modalities (e.g., stretching, physical manipulation, injury rehabilitation, etc.) and electronic or instrument assisted modalities (e.g., stim treatment, dry needling, cupping, etc.).

General Requirement

Any Massage performed on an athlete must be conducted in an open and interruptible location and must be performed by a licensed massage therapist or other certified professional. However, even if a coach is a licensed massage therapist, the coach must not perform a rubdown or massage of an athlete under any circumstance.

Additional Minor Athlete Requirements

Written consent by a legal guardian must be obtained in advance by the licensed massage therapist or other certified professional, with a copy provided to the club.

Legal guardians must be allowed to observe the Massage.

Any Massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the Massage in the room.

Any Massage of a minor athlete must only occur after a proper diagnosis from a treating physician and be done in the course of care according to the physician's treatment plan.

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, doesn'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 sportsman 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.