

**ALL STAR AQUATICS
CODE OF CONDUCT
FOR COACHES and STAFF**

All individuals that coach for the ASA swim team must agree that:

1. They will conduct themselves in accordance with the values of discipline, loyalty, commitment and hard work, and will adhere to the team's policy of not discriminating in any manner on the basis of race, color, religion, national origin, sex, sexual orientation, marital status or age.
2. They will conduct themselves at all practices, swim meets and other team events in a manner that protects the safety of swimmers, themselves and others. They will use reasonable efforts to require all swimmers to follow pool rules and safety instructions, including rules prohibiting diving in specified areas of the pool.
3. They will demonstrate good sportsmanship and conduct themselves in a manner that earns the respect of swimmers, parents, other coaches, and meet officials. Physical or verbal abuse, criticizing, and name-calling by a coach towards any swimmer or parent, or towards any other coach, meet official, or other person will not be permitted or tolerated.
4. They will adhere to the philosophy that the role of a swimmer is to swim, a coach is to coach, and a parent is to parent. They will arrive for all practices, swim meets and other team activities on time. They will follow all rules established by the team for any travel.
5. They will not engage in any illegal activity. Use or possession by a coach in any circumstance of any illegal drugs or substances, or of any performance enhancing substance prohibited by the United States Olympic Committee or U.S. Swimming, will not be permitted or tolerated. Use or possession in any circumstance of alcohol or tobacco products by any under age coach also will not be permitted or tolerated.
6. They will not engage in any sexual harassment of any swimmer, other coach or any other person associated with ASA. Sexual harassment includes any unwelcome sexual advances, or sexual favors, or other verbal or physical conduct of a sexual nature that a reasonable person would find creates an intimidating, hostile or offensive environment. Dating, and romantic or sexual relations, between a coach and any ASA swimmer (other than a married couple) is strictly prohibited and grounds for immediate dismissal. A coach that is also an ASA swimmer will be considered solely a coach for purposes of this Section 6.
7. Any violation of this Code of Conduct, or any other conduct that reflects adversely on the team or creates discord among the team's swimmers, coaches or families, may result in disciplinary action determined by the ASA Board in its sole discretion, including termination of employment.

September 2013