

# **SBA CODE OF CONDUCT**

## **(Swimmers, Parents, Coaches, Board Members)**

All USA Swimming members are required to abide by the USA Swimming Code of Conduct. This includes swimmers, coaches, staff and board members. In addition, SBA also has a Code of Conduct for the parents/guardians of SBA swimmers. In addition, SBA has a Disciplinary Code and Procedures Policy outlining classifications of objectionable behavior as well as disciplinary action typically associated within each class. Refer to [www.southbayaquatics.org](http://www.southbayaquatics.org) under the Parents/Policies and Procedures Tab.

SBA is ONE TEAM across multiple facilities. One of the goals of SBA is to make sure each swimmer and family feels like part of the family. Below are some guidelines to ensure SBA remains a successful, cohesive group.

### **Swimmers:**

1. Arrive on time and prepared to begin at the appointed practice time.
2. Respect those around you, especially the coaches and fellow swimmers.
3. Come to practice mentally prepared to participate in the group. Realize each swimmer pays to participate with SBA and as such, your conduct in and out of the pool should reflect your willingness to contribute to practices in a positive way.
4. Disruptions during practices are cause for removing you from the pool. Repeated disruptions will result in suspension or expulsion from the team.
3. Keep all interactions between you and non-parent adults/coaches in the open/public spaces.
4. Understand that bullying of any kind will not be tolerated.
5. Respect the privacy of other swimmers in situations such as changing of clothes, showering, etc. Additionally, be mindful of your own privacy in such situations.
6. Recognize the relationship between swimmers and coaches. SBA employs coaches to better each swimmer; coaches are not “friends”; they are the authority on the pool deck.

### **Parents/Guardians:**

1. Parents are encouraged to appropriately support their children’s swimming experience. This can be accomplished by demonstrating good sportsmanship; maintaining self-control; and conducting oneself in a manner that earns the respect of your child(ren), other swimmers and parents, and coaches and officials.
2. Parents should refrain from negative comments or attitudes towards fellow parents, swimmers, coaches, and officials. Families who create, support or foster an unproductive/unhealthy atmosphere will be removed from the team.
3. All swimming practices are open to observation by parents.
4. Parents should make every effort to stay at the pool during the entire practice, especially with new/younger swimmers. The coaches’ responsibilities are with the swimmers in the pool. Siblings attending practice should be under the supervision of the parents.

5. Should a parent need to leave, remember swimmers **MUST** be picked up within 15 minutes of their scheduled end of practice time or they may be assessed a late pick-up fee. Be on time or check with other parents if you need to car pool.
6. Parents should remain in the observation area during practice and not interrupt coaches while swimmers are in the water. Email is the best way to communicate with the coaches; however, if a face to face meeting is necessary, please request to meet with the coach after practice has ended.
7. Keep any/all interactions between you and other swimmers in public.
8. At swim meets, meet officials should only be addressed by the coaches. If there is an issue with your swimmer(s)' event, seek out the coach not the officials.
9. Non-athlete adult members should respect the privacy of swimmers as well as their own privacy in situations such as changing of clothes, showering, etc.

### **Coaches:**

1. An open and observable environment should be maintained for all interactions between coaches and swimmers. Private, or one-on-one situations, should 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.
2. Coaches should not invite or have a swimmer(s) to their home without the permission of the swimmer's parents (or legal guardian).
3. Communications between non-swimmer adult members and swimmers should not include any topic or language that is sexual or inappropriate in nature.
4. Coaches should respect the privacy of swimmers in situations such as changing of clothes, showering, etc.
5. Relationships of a peer-to-peer nature with any swimmer(s) should be avoided. For example, coaches should avoid sharing their own personal problems with swimmers.
6. Coaches and other non-athlete adult members should avoid horseplay and roughhousing with swimmers.
7. When a coach touches a swimmer as part of instruction, the coach should do so in direct view of others and inform the swimmer of what he/she is doing prior to the initial contact. Touching swimmers 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.
8. Coaches should not initiate contact with or accept supervisory responsibility for swimmers' outside club programs and activities.
9. Two-deep Leadership: One coach member and at least one other adult who is not in the water should be present at all practices and other sanctioned club activities whenever at least one swimmer is present. Clubs and coaches should evaluate their seasonal plans and map out how to best accomplish this strongly recommended guideline.
10. Coaches absolutely should not engage in sexual intimacies with a former swimmer for at least two (2) years after the cessation or termination of professional services from SBA. Because sexual intimacies with a former

swimmer are frequently harmful to the swimmer, 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 swimmers 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-swimmer relationship bears the burden of demonstrating there has been no exploitation, in light of all relevant factors, including:

- The amount of time that has passed since the coach-swimmer relationship terminated;
- The circumstances of termination;
- The swimmer's personal history;
- The swimmer's current mental status;
- The likelihood of adverse impact on the swimmer and others; and
- Any statements or actions made by the coach during the course of the swimmer-coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the swimmer or coach.
- Both the swimmer and the coach must be 18 years of age or older.

**Board Members/Volunteers:**

1. Board Members and volunteers are essential to the success of SBA.
2. Board Members are elected by the Parent Boosters and as such should be held to a higher standard than the average SBA parent. It is expected that Board Members will conduct themselves **AT ALL TIMES** according to the guidelines set forth in the Parent/Guardians section of the SBA Code of Conduct, and will recognize their role as model citizens in the SBA Parent community.
3. Board Members should make every effort to carry out the duties assigned by the board for which they were elected/appointed.

## **TRAVEL MEETS**

1. Swimmers should not ride in a coach's vehicle without another adult present who is the same gender as the swimmer, unless prior parental permission is obtained.
2. During overnight team travel, if swimmers are paired with other swimmers they shall be of the same gender and should be a similar age. Where swimmers are age 13 & over, chaperones and/or team managers should ideally stay in nearby rooms. When swimmers are age 12 & under, a chaperone and/or team manager is permitted to share a room with two or more swimmers. Where chaperones/team managers are staying in a room with swimmers, they should be the same gender as the swimmer and written consent should be given by the swimmer's parents (or legal guardian).
3. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and open and observable environments should be maintained.
4. When only one swimmer and one coach travel to a competition, at the competition the coach and swimmer should attempt to establish a "buddy" club to associate with during the competition and
5. Possession, use, or knowledge of use of illegal substances by those representing SBA or use in the presence of those representing SBA should be reported immediately to a coach or other adult in charge.
6. Inappropriate or destructive behavior or knowledge (without immediate reporting) of same behavior is strictly prohibited.
7. Smoking by or knowledge of use of other tobacco products of any kind while representing SBA is strictly prohibited. Knowledge of use is to be considered use (unless immediately reported).
8. Consuming, knowledge of consuming, or providing alcohol to or use of around swimmers is strictly prohibited.
9. Use of alcohol by those having direct responsibility for swimmers is also prohibited.
10. Violation by any representative of the laws, regulations, rules, etc. is included.

Note: Persons present while any of the above mentioned prohibited activities occur must leave the area immediately and report the situation immediately to the Team Manager, a coach or chaperone or considered to be a participant by choice.

This list is not exclusive and will include additional conditions set forth for specific meets, eg. Mexico Travel Meets which have additional conditions.

## **TRAVEL TRIPS FOR COACH/CHAPERONES**

The following are mandatory and the responsibility of the Head Coach or chaperone/designee:

1. A nightly curfew will be established and enforced.
2. All swimmers and individuals representing SBA shall be housed in an appropriate manner.
3. Coaches and swimmers must attend all team meetings and/or required functions.
4. The Team Manager/Head Coach shall have in his possession a signed "Consent to Treat" form for all minors on the trip.
5. All SBA swimmers who have been designated as part of the team representing SBA and SI Swimming are to remain as part of that team from the time of departure until reaching the return destination (San Diego County). The swimmers must at all times follow the team staff's instructions as it relates to swimming, lodging, meals, team meetings, social events or any other incidentals or directions that may be given.

A swimmer can only be released to his/her parents prior to the completion of all travel events if such release has been requested in writing or in person by the parent and addressed to and received by the Team Manager at least 24 hours prior to the team's departure. If the Team Manager grants approval for early release, such approval can be provided to the parent(s) in writing and signed by the Team Manager or with verbal approval.