

## **CODE OF CONDUCT**

Every effort is made to provide a safe and wholesome environment for member of the CCA team. Team members, including parents and swimmers, will display respect and good sportsmanship toward coaches, officials, administrators, fellow competitors and the public. All questions swimmers or parents may have concerning meet results, an officiating call, or the conduct of a meet, should be referred to the CCA coaching staff only. Our coaches, in turn, will pursue the matter through appropriate channels. Disciplinary problems are ordinarily handled by our coaching staff as they arise, but on occasion further action is necessary to deal with serious disciplinary problems. For those times, we have a Disciplinary Board whose responsibility is to determine appropriate consequences for inappropriate behavior.

Serious disciplinary problems include, but are not limited to, the following: Offenses against others (including **bullying behavior** and unsportsmanlike conduct); offenses against property; possession or use of alcohol, tobacco, or controlled substances; possession of dangerous items; misuse of a motor vehicle; and leaving supervised areas on team trips. Any form of dishonesty, lying, cheating, or stealing, is considered a serious disciplinary violation, as are flagrant or repeat violations of team rules and travel policies. **Please be aware that an offense against others does extend to parental behaviors as well as swimmers behavior.**

Serious disciplinary problems **may result in suspension, dismissal, or expulsion from CCA activities.**

Suspension means that the swimmer will be separated from the team for a specific period of time, during which the swimmer will be ineligible to participate in any CCA functions. A suspended swimmer may rejoin the team without formal application. Dismissal means that the swimmer will be ineligible for the remainder of one entire swim year. A dismissed swimmer may reapply for admission to the team after one year. Expulsion means that the swimmer is permanently banned from CCA and may not return.

### **304.1**

The mission of USA Swimming is to encourage participation and the pursuit of excellence in all aspects of swimming. USA Swimming grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by USA Swimming at any time where USA Swimming determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in swimming, USA Swimming has adopted this Code of Conduct.

### **304.2**

Any member or prospective member of USA Swimming may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USA Swimming if such member violates the provisions of the USA Swimming Code of Conduct, set forth in 304.3, or aids, abets or encourages another person to violate any of the provisions of the USA Swimming Code of Conduct.

### **304.3**

The following shall be considered violations of the USA Swimming Code of Conduct: (this is an excerpt from the full USA-Swimming code of conduct)

**.7 Bullying is prohibited.** For these purposes, the term "bullying" shall mean, regardless of when or where it may occur, the severe or repeated use by one or more USA Swimming members ("Members") of an 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: (i) causing physical or emotional harm to the other Member or damage to the other Member's property; (ii) placing the other Member in reasonable fear of harm to himself/herself or of damage to his/her property; (iii) creating a hostile environment for the other Member at any USA Swimming activity; (iv) infringing on the rights of the other Member at any USA Swimming activity; or (v) 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).

