

The Rappahannock Area YMCA Swim Team, Inc. (RAYS)



Coaches Code of Conduct

The Rappahannock Area YMCA Swim Team, Inc. (RAYS) has put together a Code of Conduct for our

coaches. Additionally, this code of conduct will apply to all RAYS staff including the Executive Director. This is to ensure a safe and positive environment within RAYS programs, activities and events, by making all RAYS Coaches aware that there is an expectation of appropriate behavior and conduct. This policy applies to a RAYS Coach's conduct that may arise during the course of RAYS, Virginia Swimming (VSI) and USA Swimming business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel, and any meetings. This policy applies to conduct that may occur outside of RAYS, VSI, and USA Swimming's business and events when such conduct adversely affects relationships within RAYS, VSI, or USA Swimming's work and sport environment and is detrimental to the image and reputation of RAYS, VSI, or USA Swimming.

COACH'S CODE of CONDUCT:

- At all times, adhere to USA Swimming's rules and code of conduct.
- Set a good example of respect and sportsmanship for participants and fans to follow.
- Act and dress with professionalism and dignity in a manner suitable to his/her profession.
- Respect officials and their judgment and abide by the rules of the event.
- Treat opposing coaches, participants, and spectators with respect.
- Instruct participants in sportsmanship and demand that they display good sportsmanship.
- Coach in a positive manner and do not use derogatory comments or abusive language.
- Win with humility and lose with dignity.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Refrain from discussing other athletes negatively or derogatorily with or among their teammates.
- Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- Continue to seek and maintain their own professional development in all areas in relation to coaching and teaching children.
- Always maintain a professional separation between coach and athlete
- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
- Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- Consider that the welfare of and provision of services for athletes as paramount.
- Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport.

- Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct.
- Ensuring that the rules of swimming, and the spirit of such rules, are adhered to.
- Is on-deck 15 minutes prior to practice and for meet warm-ups. Ensures that there is a RAYS coach on the pool deck until the completion of practice or final swimmer completion at meets including award recognition.
- Recognize the role and importance of parents being involved in decisions of importance surrounding their dependents who have not attained the legal age.
- Respect the responsibilities and preferences of other coaches and interact in a professional manner.
- Respect all other teams, and athletes from other teams; and in dealings with them not encroach upon topics or actions which are deemed to be within the realm of coaching, unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
- React to requests by athletes or parents that relate to the joining of another club in an objective manner, with the athlete's welfare always being the primary concern.
- Refrain from public criticism of a fellow coach, executive director, RAYS board of directors, or other RAYS staff.
- Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
- Refrain from the use of power or authority in an attempt to coerce another person to engage in any inappropriate activities.
- Maintain and enhance the dignity and self-esteem of all athletes by demonstrating respect to all individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason.
- Act in the best interest of the athlete's development as a whole person.

Any complaints of a coach violating this code of conduct will be brought to the attention of the Executive Director and/or the RAYS's executive board of directors.