

Rochester Swim Club Code of Conduct

GENERAL CONDUCT FOR SWIMMERS:

- Comply with this Code of Conduct as well as the USA Swimming Code of Conduct, as described in Article 304 of the USA Swimming Handbook.
- Treat membership in the Rochester Swim Club as a privilege and personally acknowledge the responsibilities associated with that membership.
- Behave in a manner that reflects positively on the team at all functions including practices, meets, and team social gatherings.
- Refrain from using cell phones or recording devices in any locker room or changing facility at ANY TIME.
- Show respect and courtesy to teammates, coaches, and staff.
- Demonstrate good sportsmanship at all practices and swim meets. As well as set a good example of behavior and work ethic for all my younger teammates.
- Protect and work to improve RSC's reputation within the swimming community.
- Not possess or use alcoholic beverages, tobacco products, or weapons.
- Not possess or use drugs (other than those prescribed by your physician).
- Not engage in inappropriate or destructive behavior which includes, but is not limited to, fighting, throwing things, horseplay, threatening or intimidating behavior or other disorderly conduct which is disruptive and/or may endanger the safety of others.
- Theft and vandalism will not be tolerated. Swimmers/families may be held accountable/financially responsible for their actions while representing the Rochester Swim Club.

Complaint Procedure:

Any member who witnesses inappropriate actions by a coach, staff member, family member, or swimmer is responsible for reporting such inappropriate behavior to the Head Coach and/or Executive Admin. Rochester Swim Club will not tolerate retaliation against anyone who in good faith reports a suspected violation of the Code of Conduct.

SWIM PRACTICE CONDUCT:

- Follow the coach's instructions.
- Do not interfere with the progress of another swimmer during practice.
- Leave practice only with the coach's permission.
- Follow the facility/pool rules of any pool where an official Rochester Swim Club practice is held.

- Follow the instructions from facility staff.
- Refrain from using the starting block unless directed and supervised by the coach.
- **Do not use the diving boards.** Diving board activity is not insured by USA swimming.
- Refrain from running, pushing, or engaging in dangerous behavior on deck

SWIM MEET CONDUCT:

- Swim meets are a privilege and not a right, and swimmers are responsible for their conduct while attending meets as representatives of the Rochester Swim Club.
- Display courtesy, respect, and sportsmanship toward coaches, officials, meet administrators, spectators, and fellow competitors.
- Discuss any disagreement with an official's call with the coach and not the official directly.
- Meet with the coach before and after each event.
- Notify the coach prior to leaving a meet early.

TEAM TRAVEL CONDUCT:

- Male and female athletes should not be in the same room together without permission/supervision from a parent, coach, or chaperone.
- Swimmers must adhere to curfews established by the coaching staff. At curfew, lights, TV, electronic equipment must be turned off.
- Swimmers are to remain with the team during a trip or obtain permission from coach or chaperone before leaving the pool, hotel, or other team gathering place.

PROHIBITED CONDUCT FOR SWIMMERS:

1. BULLYING:

Bullying is defined as the use of aggression, whether intentional or not, which hurts another person. Intimidating, humiliating behavior or intentional "harm doing" by one person or a group and targeting an individual or group. ***Bullying is prohibited by the Rochester Swim Club.*** Bullying is counterproductive to team spirit and can be devastating to a victim. Examples of bullying include, but are not limited to:

- Inappropriate **physical behavior**, such as gestures, pushing, or hitting.
- **Verbal and written** such as making insults, threats, or name-calling.
- **Electronic Bullying** such as inappropriate texting, phone calls, or emails. Inappropriate social media usage is also prohibited.
- **Psychological Bullying** (i.e. spreading rumors or shunning another swimmer).

2. HAZING:

Hazing is defined as the committing of an act against a swimmer (or coercing a swimmer into committing an act) that creates a risk of harm to a person, in order for the swimmer to be initiated or affiliated with Rochester Swim Club or for any other purpose. **Hazing will not be tolerated.** Examples of hazing include (but are not limited to):

- Any type of **physical abuse** such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on a body.
- Any type of **physical activity** such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the swimmer to an unreasonable risk of harm. Such actions may adversely affect the mental or physical health or safety of the swimmer.
- Any activity involving the **consumption** of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the swimmer to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the swimmer.
- Any activity that **intimidates or threatens** the swimmer with ostracism or that subjects a swimmer to extreme mental stress, embarrassment, shame, or humiliation. Such actions may adversely affect the mental health or dignity of the swimmer or discourage the swimmer from remaining a part of the Rochester Swim Club.
- Any activity that causes or requires the swimmer to **perform a task** that involves violation of state or federal law or any other parts of the Rochester Swim Club Code of Conduct.

3. HARASSMENT BASED UPON PROTECTED CLASS STATUS:

Rochester Swim Club strives to have an environment where every swimmer can reach their full potential without regard to one's protected class status. For purposes of this Code of Conduct, harassment is defined as physical, written or verbal conduct, which is related to an individual's religion, race, national origin, sex, gender identity, sexual orientation or any other legally protected class status. **Harassment, of any sort, is prohibited.** Examples of harassment may include (but is not limited to):

- **Displaying** offensive pictures, posters, t-shirts, or other graphics.
- **Threats** related to an individual's race, religion, gender identity, or sexual orientation.
- **Physical or verbal** acts of aggression, or assault upon another, because of their protected class status.
- Unwelcome **sexual advances**, requests for sexual favors, or other verbal or physical conduct or communication of a sexual nature.
- Unwelcome **verbal harassment** or abuse, including teasing, joking, or making derogatory dehumanizing remarks.
- Any activity that has the purpose of creating an intimidating, hostile, or offensive swimming environment.

Complaint Procedure:

If a member feels that they are being subjected to a violation of this Policy and is comfortable doing so, they are encouraged to tell the offending person that the behavior is inappropriate and must stop. In addition, the offensive conduct should be immediately reported to a coach or RSC staff member. Rochester Swim Club will not tolerate retaliation against anyone who in good faith reports a suspected violation of the Code of Conduct.

DISCIPLINARY ACTION FOR VIOLATION OF THE CODE OF CONDUCT:

Violation of any of these Conduct rules may result in disciplinary action, up to and including removal from the Club. The action taken will be determined in the sole discretion of RSC and such actions may include (but are not limited to) the following:

- **Verbal warning** to the offending swimmer by their coach. A notification of parent/guardian will be made by that coach to each parent/guardian involved.
- If a swimmer violates a Code of Conduct during a swim meet, they may be **scratched from that meet** and be sent home at their own expense.
- **Suspension from the Rochester Swim Club.** The length of the suspension will be determined by the Head Coach
- **Removal from the Rochester Swim Club** under the direction of the Head Coach and Board of Directors.

Rochester Swim Club does not guarantee that one form of action will necessarily precede another and reserves the right to terminate the membership at any time depending upon the totality of the circumstances.

The Rochester Swim Club reserves the right to review all disciplinary matters at any time.

GENERAL CONDUCT FOR RSC PARENTS/GUARDIANS:

- Treat all coaching and administrative staff with respect and courtesy.
- Parents/guardians/family members are NOT permitted on deck at swim meets unless they have a USA Swimming Coaching or Official credential or are clearly identified as an on-deck meet worker and are working in that role (actively coaching, officiating, timing, etc.).
- Set a positive example for athletes by demonstrating sportsmanship and showing respect and courtesy to fellow team members, coaches, competitors, officials, parents, and all facilities.

- Be involved by working at meets, observing practices, cheering at meets, and talking with your athlete and their coach about your swimmer's progress.
- Refrain from coaching swimmers from the stands during practices or meets.
- Understand that criticizing, name-calling, use of abusive language or gestures directed toward coaches, officials, meet workers, and/or any participating swimmer will not be tolerated.
- Respect the integrity and authority of meet officials.
- Follow the appropriate chain of command to address concerns or issues.

*** My athlete has read and understands the expectations of the staff of the Rochester Swim Club (RSC) as well as the consequences of any of the behavior described in the document. ***

*** My athlete pledges to be positive about their youth sports experience and accept responsibility for their participation and actions. ***

*** Families of the athletes are asked to be positive about the athlete's youth sports experience and take responsibility for their participation by following the policies and rules of each facility RSC uses for practices and swim meets. ***

Rochester Swim Club staff pledges to be positive about your athlete's youth sports experience.