

TUCSON J STINGRAYS

SWIM TEAM HANDBOOK

2026–2027



Supportive. Purposeful. Coachable.

Feel the Sting!

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1. Welcome to the Tucson J Stingrays

Welcome to the Tucson J Stingrays!

We're excited to have your family as part of our team. Whether your swimmer is preparing for their first swim meet or pursuing championship competition, our goal remains the same: to provide an environment where every athlete can grow, improve, and enjoy the journey.

Supportive. Purposeful. Coachable.

We believe that a successful Stingray is someone who leaves the program better than when they joined while also making the program better for those who follow. Our athletes buy into the team's philosophy, support their teammates, embrace challenges, and bring a competitive spirit without losing sight of the joy that makes swimming special.

"A happy swimmer is a fast swimmer."

Swimming is demanding. Improvement takes consistency, patience, and hard work. Athletes who genuinely enjoy coming to practice are more likely to train consistently, trust the process, and reach their potential. We strive to create a positive environment where swimmers look forward to returning each day.

We also believe in developing thinkers, not just swimmers. Athletes are encouraged to reflect on every practice and every race by recognizing what went well, what can improve, and what they will do differently next time. Learning to evaluate performance, accept feedback, and take ownership of personal growth are skills that extend far beyond the pool.

The Coach's Promise

As coaches, we promise to challenge you, support you, celebrate your successes, learn from setbacks, and always put your long-term development first. In return, we ask our athletes to bring effort, coachability, and a positive attitude every day.

2. Who We Are

The Tucson J Stingrays are a year-round competitive swim team committed to developing athletes at every stage of the sport. Our program serves swimmers learning the foundations of competitive swimming through athletes pursuing championship-level competition.

Supportive

Swimming may be an individual sport on race day, but nobody succeeds alone. Stingrays support their teammates through difficult practices, disappointing swims, breakthrough performances, and everything in between. Our coaches share that responsibility by challenging athletes while creating an environment where swimmers feel valued and supported.

Purposeful

Everything we do should have a reason. Every drill, set, race, goal, and conversation is an opportunity to improve. We want athletes to understand not only what they are doing, but why they are doing it.

Coachable

Great swimmers learn how to learn. Being coachable means listening, asking questions, accepting feedback, trying something new, and being willing to make changes. As athletes progress, we expect them to take greater ownership of evaluating their own performances and development.

A Happy Swimmer Is a Fast Swimmer

Swimming is hard. There will be difficult practices, disappointing races, sore muscles, missed goals, and days when things simply do not click. We do not believe those challenges require swimming to become miserable.

Athletes who enjoy their environment want to return to it. Athletes who want to return are able to train consistently. Consistent athletes improve. We will work hard. We will compete. We will challenge ourselves. And somewhere in the middle of all of that, we're going to have fun.

3. Athlete Development Pathway

Our pathway is designed to develop more than faster swimmers. Each level represents a new stage in how an athlete learns, trains, competes, and ultimately takes ownership of performance.

PUPS	Learn the Sport
COPPER	Learn to Practice
SILVER	Learn to Train
GOLD	Train to Compete
PLATINUM	Compete with Purpose

PUPS | Learn the Sport

Pups is our pre-team developmental program designed for swimmers who need additional preparation before joining the competitive Stingrays team.

Swimmers build upon their freestyle and backstroke fundamentals while continuing to develop breaststroke, butterfly, coachability, and the practice habits needed to succeed on a swim team.

Pups group typical athletes

- Swimmers who have progressed through group swim lessons
- Younger swimmers who are not quite ready for the competitive team
- Older swimmers who need additional stroke development or focused instruction before entering an age-appropriate Stingrays group

Pups Expectations

- Attend at least two practices per week (exceptions may be made on a case-by-case basis)
- Come ready to learn with a positive attitude
- Listen to coaches and follow directions
- Demonstrate a willingness to try new skills and apply feedback
- Have fun while building confidence and independence in the water

Ready for the competitive team

- Demonstrate strong freestyle and backstroke fundamentals
- Demonstrate developing breaststroke and butterfly skills
- Demonstrate streamlined push-offs
- Follow practice instructions independently
- Demonstrate coachability and readiness for a team environment
- Coach recommendation

Graduating from Pups does not automatically mean placement in Copper. Swimmers will be placed into the Stingrays group most appropriate for their age, ability, and developmental readiness.

COPPER | Learn to Practice

Copper is our introductory competitive training group, designed for athletes beginning their swim team journey and younger swimmers developing the fundamentals of competitive swimming.

Athletes in Copper will develop legal technique in all four strokes while learning starts, turns, streamlines, and the basics of how to participate successfully in a swim practice.

Copper group typical athletes

- Ages 7-10 (younger or older athletes may be placed based on readiness)
- Athletes new to competitive swimming
- Athletes who have graduated from the Pups Program

Copper Expectations

- Attend practices consistently and develop good practice habits
- Learn basic practice skills including pace clocks, lane etiquette, and leaving appropriate space between swimmers
- Streamline off every wall and use appropriate turns during practice
- Show an eagerness to learn, improve, and apply coaching feedback
- Swim meets are optional, but all Copper swimmers are strongly encouraged to experience competition

Ready for the next step

- Demonstrate legal technique in all four competitive strokes
- Demonstrate proficient starts, turns, and underwater streamlines
- Complete a legal 100 IM
- Understand basic sets, intervals, and use of the pace clock
- Follow practice instructions independently
- Maintain a positive attitude, strong attendance, and a coachable mindset
- Coach recommendation

SILVER | Learn to Train

Silver is our developmental training group, designed for athletes with growing swim team experience who are ready to take the next step in their competitive swimming journey.

Athletes in Silver will build technique, endurance, and racing skills while learning to complete structured practices using intervals and send-offs.

Silver group typical athletes

- Ages 9-12 (younger or older athletes may be placed based on readiness)
- Athletes with competition-legal technique in all four strokes
- Athletes ready to begin more structured swim training
- Athletes who consistently demonstrate coachability and strong practice habits

Silver Expectations

- Attend practices consistently to support continued development
- Participate regularly in swim meets, when available
- Develop the 100 and 200 IM and become comfortable racing all four strokes
- Learn to follow intervals, send-offs, and structured sets independently
- Use training equipment and speed-specific drills with purpose
- Maintain a positive attitude and coachable mindset

Primary Competitive Goal

- Qualify for the Arizona Swimming Regional Championships

Ready for the next step

- Consistently apply coaching feedback
- Demonstrate legal and efficient technique in all four strokes
- Follow practice instructions, intervals, and send-offs independently
- Demonstrate improving aerobic endurance and readiness for increased training demands
- Come prepared for practice and take responsibility for required gear

- Participate regularly in swim meets
- Maintain strong attendance and practice habits
- Coach recommendation

GOLD | Train to Compete

Gold is our competitive development group, designed for athletes ready to take the next step in their training and develop the skills, habits, and mindset needed for championship-level competition.

Athletes in Gold will learn to train with purpose, give true race-level effort when called upon, and understand how the details of everyday practice translate into faster racing.

Gold group typical athletes

- Ages 11-14 (younger or older athletes may be placed based on readiness)
- Athletes competing at or approaching Arizona Swimming Regional qualifying standards
- Athletes ready for increased training intensity and yardage
- Athletes who demonstrate growing ownership, accountability, and strong practice habits

Gold Expectations

- Demonstrate a consistent commitment to training and competition
- Attend swim meets regularly, when available
- Understand the purpose behind different sets and training focuses
- Give 100% effort when race-level speed is expected
- Take responsibility for required gear, best times, and individual goals
- Begin communicating directly with coaches about day-to-day training
- Maintain technical focus throughout increasingly challenging practices

Primary Competitive Goal

- Qualify for the Arizona Swimming Age Group State Championships

Ready for the next step

- Demonstrate an understanding of individual goals and how everyday training contributes to them
- Perform consistently well on test sets and demonstrate readiness for increased training demands
- Demonstrate technical proficiency across all four strokes, starts, turns, and underwaters
- Show strong attendance, coachability, maturity, and practice habits
- Take increasing ownership of training and competitive performance
- Coach recommendation

PLATINUM | Compete with Purpose

Platinum is our highest training group, designed for athletes pursuing championship-level performance through intentional training, disciplined preparation, and greater ownership of their swimming.

Athletes in Platinum will learn to prepare mentally and physically for performance, reflect on the good and bad of every race, and understand how their everyday training contributes to their long-term goals.

Platinum group typical athletes

- Ages 14-18 (younger athletes may be placed based on readiness)
- Athletes pursuing championship-level competition and demonstrating readiness for the team's highest training expectations
- Athletes competing at or approaching Arizona Swimming championship qualifying standards
- Athletes who consistently demonstrate dedication, coachability, maturity, and excellent practice habits

Platinum Expectations

- Maintain the consistent training necessary to pursue individual and championship-level goals
- Attend swim meets regularly, when available
- Compete at championship meets for which they qualify
- Come to practice ready to work and train with intention every day
- Take ownership of individual goals, best times, equipment, and communication with coaches
- Reflect on performances and identify both successes and areas for improvement
- Understand sports nutrition and proper fueling habits

- Demonstrate leadership, accountability, sportsmanship, and a commitment to getting 1% better every practice

Primary Competitive Goals

- Qualify for the Arizona Swimming Senior State Championships and beyond
- Qualify for AIA High School State Championships, when applicable
- Prepare athletes for higher-level and collegiate swimming opportunities
- Establish a standard of excellence in and out of the pool

4. Group Placement & Advancement

Practice-group placement and advancement are determined by the Stingrays coaching staff. While each group has established expectations and developmental benchmarks, there is no single time, interval, attendance percentage, or achievement that automatically results in a move-up.

- **Training Readiness:** Can the swimmer consistently handle the demands of their current group, and are they ready to be challenged by the training in the next?
- **Technique & Performance:** Does the swimmer demonstrate the technical ability and competitive development appropriate for the next level?
- **Attendance & Consistency:** Is the swimmer attending often enough to benefit from increased training expectations?
- **Coachability & Maturity:** Does the swimmer listen, apply feedback, support teammates, and demonstrate the independence and responsibility expected at the next level?
- **Competitive Development:** Is the swimmer progressing toward the competitive goals appropriate for their stage of development?

Ultimately, group placement is a coaching decision. Meeting a published benchmark makes a swimmer eligible for consideration; it does not guarantee advancement.

Our goal is never to move an athlete simply because they are capable of surviving the next group's practices. A swimmer should be prepared to thrive in the new environment and benefit from the additional challenge.

Formal group evaluations occur twice each year, with most group changes taking effect around April 1 and August 1. Coaches continually evaluate athletes throughout the season and may make adjustments outside these windows when doing so is clearly in the swimmer's best developmental interest.

5. Practice & Athlete Expectations

Great practices require more than simply showing up. Stingray athletes are expected to come prepared, stay engaged, support their teammates, and take increasing ownership of their swimming as they progress through the program.

Practice Readiness

Practice begins in the water at the scheduled start time. Athletes should be completely prepared to enter the water at least five minutes before practice begins.

Five minutes early means ready to swim, not arriving on deck.

Swimmers should arrive with their suit, cap or hair secured as needed, goggles, water bottle, and required training equipment ready to go. Absences should be communicated to the coaching staff for all groups.

Athletes leaving before the end of practice must notify their coach. Families should arrange for timely pickup at the end of the scheduled practice.

Practice Attire

Swimmers should arrive prepared to train in appropriate, tight-fitting swimwear. Goggles should be brought to every practice. Swim caps are optional based on personal preference, and athletes with longer hair should secure it so that it does not interfere with swimming or vision.

For dryland training, athletes should wear appropriate athletic clothing and closed-toe athletic shoes.

Focus & Coachability

When a coach is speaking, swimmers are listening. Athletes should give coaches their full attention during instructions and avoid conversations or other distractions until the coach is finished.

Being coachable does not mean making every correction perfectly on the first attempt. It means listening to feedback, asking questions when necessary, and making a genuine effort to apply what the coach is asking.

Athletes are expected to understand the purpose of their training and give the effort appropriate for the set. Technique work should be technically focused. Recovery should be controlled. When it's time to race, race.

Know When to Lock In

We want swimmers to have fun at practice. We also expect athletes to recognize when it's time to lock in. When coaches are giving instructions, when a set requires concentration, or when it's time to perform, athletes should be ready to give their full attention and appropriate effort.

Not every practice or set will be a swimmer's favorite. Some will be difficult, repetitive, challenging, or occasionally boring. Athletes are expected to approach those moments with a positive attitude and a level of focus appropriate for their age and training group.

A happy swimmer is a fast swimmer, but a happy swimmer still knows when it's time to work.

Athlete Ownership

As swimmers progress through the Stingrays, they should take increasing responsibility for their own swimming. Younger athletes begin by learning to follow instructions, prepare for practice, and communicate with their coaches. Silver swimmers develop greater independence within practices. Gold swimmers begin taking greater ownership of goals, best times, equipment, and day-to-day communication with coaches. Platinum athletes are expected to take primary responsibility for their training and routine communication.

Swimmers of any group are encouraged to talk with their coaches, ask questions, and take an active role in their development.

Practice Schedules, Weather & Cancellations

Current practice schedules are published on the Stingrays website. Permanent or temporary schedule changes will be communicated through normal team communication channels.

Practices may be delayed, modified, or canceled due to severe weather or other facility conditions. When thunder is heard or lightning is detected within 10 miles, the pool is cleared and remains closed for at least 30 minutes from the most recent qualifying thunder or lightning event. The Head Coach/Aquatics Director may also modify or cancel practice when conditions are determined to be unsafe.

Last-minute weather updates and cancellations will be communicated primarily through GroupMe.

Training Equipment

Athletes are responsible for bringing and maintaining the equipment required for their training group. The Stingrays have some equipment available for use, but team equipment should not replace an athlete's personal gear. As athletes progress through the program, organizing, maintaining, and replacing lost, broken, or outgrown equipment becomes part of taking ownership of their swimming.

Equipment	Copper	Silver	Gold	Platinum
Team Competition Suit	Required for meets	Required for meets	Required for meets	Required for meets
Team Backpack	Recommended	Recommended	Recommended	Recommended
Team Warmup Jacket	Recommended	Recommended	Recommended	Recommended
Water Bottle	Required	Required	Required	Required
Mesh Gear Bag	Required	Required	Required	Required
Kickboard	Required	Required	Required	Required
Fins	Medium or short-blade	Medium or short-blade	Medium or short-blade	Short-blade
Pull Buoy	-	-	Junior-sized symmetrical	Adult-sized symmetrical or unbalanced
Paddles	-	-	-	Hand paddles with removable straps
Front Snorkel	-	-	-	Required

6. Competition & Swim Meets

Swim meets are where Stingrays get the opportunity to put their training into action. Competition should be challenging, exciting, and fun. Meets give athletes the chance to race, test new skills, learn from their performances, and represent their teammates.

Our expectations for competition grow alongside our athletes. Copper swimmers are encouraged to experience meets, Silver swimmers begin competing regularly with Regionals as their primary goal, Gold swimmers train toward Age Group State, and Platinum swimmers pursue Senior State and higher-level competition.

Meet Participation

The Stingrays generally attend approximately one meet per month when meets are available. Rather than splitting the team between multiple competitions, the Stingrays will typically select a meet and compete together as a team.

For Gold and Platinum athletes, attendance at championship meets for which the athlete qualifies is expected. Championship competition is an important part of the developmental pathway for our highest training groups. An athlete's participation in qualified championship meets is heavily considered in group placement and advancement decisions.

Meet Registration & Event Selection

Meet attendance will be declared through Commit by the published deadline. Families should indicate which days or sessions their swimmer will attend and provide any scheduling information the coaching staff should know.

Meet events are selected by the coaching staff with input from athletes and families. As swimmers progress through the program, they are encouraged to take a more active role in discussing their events and competitive goals. Coaches will make the final entries based on athlete feedback, developmental needs, and individual and team goals.

Once meet entries have been submitted to the host team, entry fees are generally nonrefundable.

Meet Day

Athletes should be behind the blocks with caps and goggles on, ready to enter the water five minutes before the team's listed warmup time. Our goal is to be organized, prepared, and ready to be the first team in the pool when warmup begins. Families should plan to arrive at the facility at least 15 minutes before warmup.

- Participate in the full team warmup
- Know their events and pay attention to the progress of the meet
- Check in with a Stingrays coach before every race
- Race with 100% effort
- Check in with a coach immediately after every race for feedback
- Complete an appropriate warmdown after each race
- Support teammates and represent the Stingrays with pride and sportsmanship

Race With Purpose

When it's time to race, give 100%. Athletes should approach the blocks thinking about the skills and feedback they have worked on in practice and the race plan discussed with their coach. The goal is to execute, compete, and have fun.

A successful race is not defined solely by a best time or finishing place. Every performance gives us information.

What did I do well? What can I do better? What do I do next?

Adults at Meets

Families are an important part of the Stingrays' meet environment. Adults are encouraged to cheer loudly, support all Stingrays swimmers, volunteer when opportunities are available, and represent the team with pride and good sportsmanship.

During competition, coaching should be left to the coaching staff. Coaches will provide technical feedback, race strategy, and post-race evaluation. Adults can best support athletes by celebrating their effort, encouraging them, and allowing the swimmer and coach to work through each performance together.

Relays

Relay selection means the coaching staff believes an athlete is ready to represent the Stingrays as part of a team performance. Athletes selected for relays are expected to participate and give their best effort for their teammates.

Coaches will communicate relay selections when possible before competition. If an athlete will be unavailable for a portion of the meet or must leave before a potential relay, families should communicate that information through the messaging section of their Commit meet declaration.

Relay selections are determined by the coaching staff based on athlete performance, meet circumstances, and the needs of the team.

7. Communication

Team Communication

GroupMe is the primary platform for day-to-day team communication, including schedule reminders, weather updates, last-minute changes, and other routine information. Commit emails are used for important team updates and information families may need to reference later.

Contacting the Coaching Staff

GroupMe is the best option for quick, day-to-day communication. This includes absences, quick practice questions, schedule clarifications, and direct communication with an athlete's coach.

Email is preferred for longer conversations, administrative matters, or anything that may require a more detailed response. The Head Coach may be contacted through either GroupMe or email. Choose the method that best fits the nature of the message.

Coaches are happy to speak with athletes and families in person before or after practice when time allows. An on-deck coach's first responsibility is always the athletes currently in the water. If a coach is actively

coaching or supervising swimmers, they may need to postpone the conversation until practice concludes or arrange another time.

Athlete Communication

Athletes are encouraged to communicate directly with their coaches as they become more independent. Gold swimmers should begin taking greater ownership of routine communication, while Platinum athletes are expected to take primary responsibility for their swimming communication.

Electronic communication involving minor athletes must follow current USA Swimming Minor Athlete Abuse Prevention Policy requirements, including applicable parent or legal guardian inclusion requirements.

8. Registration, Fees, Breaks & Withdrawals

Inclusion & Accommodations

The Tucson J Stingrays are committed to creating an inclusive environment and providing athletes a meaningful opportunity to participate. Families who believe an accommodation would support equitable participation should contact the Head Coach/Aquatics Director. We will work with families to identify reasonable modifications whenever possible.

Team Registration

The Tucson J Stingrays operate year-round from August through July. All Copper, Silver, Gold, and Platinum athletes must complete the required Tucson J, Commit Swimming, and USA Swimming registrations. USA Swimming registration is required for all competitive-team athletes, regardless of whether the athlete plans to attend swim meets.

Pups is a pre-team program and does not require USA Swimming or Commit registration.

Monthly Dues & Financial Assistance

Swim team dues are charged monthly through the Tucson J. New athletes who join the team after the beginning of a month may have their first month's dues prorated based on their start date.

Monthly dues are not otherwise prorated for missed practices, vacations, holidays, weather cancellations, meet attendance, or other individual absences. Current group rates are published by the Tucson J and are subject to change with advance communication to families.

Financial assistance may be available to families who need support with the cost of participation. Families should contact the Head Coach/Aquatics Director for more information.

Taking a Break

Families may take one month away from the team without charge while retaining their swimmer's roster spot.

To request a break, families must submit the Stingrays Break/Withdrawal Form at least 15 days before the first day of the affected month. For example, a break beginning September 1 must be requested no later than August 17.

For breaks longer than one month, families may retain the swimmer's roster spot by paying regular monthly dues for additional months away. Athletes will generally return to their previous practice group following a break. The coaching staff may reassess placement when necessary.

Break or Withdrawal Form: [Submit the form](#)

Withdrawing from the Team

Families wishing to leave the Stingrays must submit the same Break/Withdrawal Form at least 15 days before the first day of the affected month.

If the form is submitted after the 15-day deadline, dues for the upcoming month will still be charged and the swimmer will remain on the roster through that month.

Returning to the Stingrays

Athletes returning after withdrawing from the team may be asked to complete an assessment before rejoining. Previous group placement is not guaranteed, and returning swimmers will be placed based on their current age, ability, and developmental readiness.

9. Volunteer Program

The Stingrays are a team made up of athletes, coaches, and families. Family involvement helps us provide better swim meets, team events, and experiences for our athletes while supporting the continued growth of the program.

Volunteer Requirement

Families are responsible for earning 2 volunteer points for each month enrolled on the competitive team, up to a maximum of 20 points per team year. The volunteer year runs from August 1 through July 31.

The requirement applies per family, not per swimmer. Families with multiple Stingrays athletes have one combined volunteer obligation. Pups families do not have a volunteer requirement.

Earning Volunteer Points

- Completing eligible SafeSport education
- Timing at swim meets
- Meet volunteering, including snacks, drinks, team-area setup and breakdown, tent transport, and similar needs
- Completing team recaps and other engagement opportunities, such as responding to team updates with a provided keyword
- Other volunteer opportunities announced throughout the season

Point values for individual opportunities will be communicated when the opportunity is announced.

Extra & Donated Volunteer Points

Families are welcome to continue volunteering after completing their annual requirement. Volunteer points earned beyond a family's requirement may be donated to another Stingrays family with an outstanding volunteer balance.

Donated points may only be transferred after the donating family has fulfilled its own requirement. Excess volunteer points have no cash value and do not carry over into the following team year.

Unfulfilled Volunteer Points

Families have through July 31 to complete their volunteer requirement. Any outstanding points at the end of the volunteer year will be charged at \$10 per unfulfilled point.

Families withdrawing before July 31 will have their requirement calculated based on the number of months they were enrolled. Any outstanding volunteer balance will be assessed at \$10 per unfulfilled point on the swimmer's final date with the program.

100% of funds collected from unfulfilled volunteer points support the Stingrays Scholarship Fund.

10. Safety & Athlete Protection

The safety and well-being of every Stingrays athlete comes first. The Tucson J Stingrays follow Tucson J policies and applicable USA Swimming Safe Sport and Minor Athlete Abuse Prevention Policy requirements. Athletes, families, and coaches all share responsibility for maintaining a safe, respectful team environment.

Athlete Supervision

Athletes are considered under the supervision of the coaching staff beginning five minutes before their scheduled practice time and throughout the duration of practice. Families should plan drop-off and pickup accordingly. Coaches may have another practice immediately before or after an athlete's scheduled session and cannot provide supervision outside the designated practice window.

Swimmers participating in J-Care, Camp J, or other applicable Tucson J programs will be supervised during their transition to swim practice when transportation to the pool is arranged through the program. Families utilizing this service must follow the current J-Care/Camp J transportation procedure and any required registration process.

Locker Rooms

Stingrays athletes must follow all Tucson J locker room policies. Athletes under age 14 must use the designated youth locker rooms. Athletes age 14 and older may use the appropriate adult locker rooms in accordance with current Tucson J policy.

Coaches will not enter youth locker rooms except when necessary in an emergency or when otherwise permitted under applicable safety policies. Coaches may use the adult locker rooms for their ordinary intended purposes.

Phones, cameras, and other recording devices may not be used in locker rooms. All locker room behavior and electronic-device use must comply with current USA Swimming MAAPP requirements.

Injuries, Illness & Training Limitations

Injuries, illnesses, or other limitations that may affect an athlete's ability to participate should be communicated to the coaching staff before practice whenever possible. Coaches need accurate information to make appropriate decisions about training modifications and participation. Athletes should also communicate immediately if pain, illness, or another concern develops during practice.

Respectful Environment

Bullying, hazing, harassment, discrimination, abuse, and other behavior that threatens the safety or well-being of an athlete have no place within the Stingrays program. Athletes are expected to treat teammates, coaches, competitors, officials, volunteers, and Tucson J staff with respect. Specific behavioral expectations and disciplinary procedures are addressed in the Stingrays Codes of Conduct.

Reporting a Concern

Athletes and families are encouraged to bring safety, behavioral, or team concerns directly to the Head Coach/Aquatics Director. Concerns involving athlete abuse, misconduct, or other matters covered by USA Swimming Safe Sport should also be reported through the appropriate reporting process when applicable. Retaliation against an athlete or family for raising a good-faith safety concern will not be tolerated.

Safe Sport & MAAPP Resources

All Stingrays activities and interactions involving minor athletes must comply with the current USA Swimming Minor Athlete Abuse Prevention Policy (MAAPP) and applicable Safe Sport requirements.

[USA Swimming Minor Athlete Abuse Prevention Policy \(MAAPP\)](#)

[U.S. Center for SafeSport](#)

11. Codes of Conduct

Athletes, adults, and coaches each have different roles within the Stingrays, but we share the same responsibility to protect our team culture. We support one another, act with purpose, remain open to learning, and represent the Stingrays with pride.

Athlete Code of Conduct

Being a Stingray does not end when practice does. Athletes are expected to represent themselves, their teammates, and the Stingrays with pride at the pool, at school, online, and throughout the community.

- Treat teammates, coaches, adults, officials, volunteers, opponents, and staff with respect.
- Demonstrate good sportsmanship. Stingrays do not show up another swimmer or celebrate someone else's failure.
- Avoid intentionally harmful trash talk or banter, physical violence, bullying, hazing, harassment, discrimination, or threats.
- Use appropriate language. Profanity, slurs, obscene gestures, sexual or inappropriate comments, and intentionally offensive language are not acceptable at Stingrays activities.
- Train with integrity. Athletes should not intentionally skip work, cheat sets, falsify times or counts, or cut corners.
- Respect team equipment, facilities, locker rooms, and the property of others.
- Respect meet officials and their decisions. Concerns about a call should be brought to a coach rather than directly confronting an official.
- Follow coach, lifeguard, facility, and meet-official instructions and avoid intentionally unsafe behavior.
- Apply the same standards of respect and sportsmanship online as at the pool.
- When a mistake happens, be honest, take responsibility, make things right when appropriate, and learn from it.

Athlete Accountability & Discipline

The goal of discipline is to correct behavior, protect the team environment, and help athletes learn from mistakes. Age, severity, intent, frequency, previous behavior, and an athlete's response to correction may all be considered when determining an appropriate consequence.

1	Coach Correction	For routine behavior issues, a coach addresses the behavior directly with the swimmer. Correct it and move forward.
2	Coach Conversation	If behavior continues or is more significant, the athlete is pulled aside for a direct conversation about what happened, why it is not acceptable, and what needs to change.
3	Family Involvement	For repeated behavior or a more serious incident, the Head Coach communicates with the athlete's adult and establishes expectations for moving forward. Reasonable consequences may include sitting out part of a practice, race, or activity.
4	Suspension or Removal	Serious or repeated violations may result in temporary suspension or removal from the program.

The Stingrays are not required to progress through each step in order. Serious behavior, including physical violence, bullying, harassment, hazing, threats, or conduct that creates a safety concern, may result in immediate removal from an activity, suspension, or further disciplinary action.

Stingrays make mistakes. When they do, we expect athletes to be honest, take responsibility, make things right when appropriate, and learn from the experience.

Adult Code of Conduct

Stingrays adults play an important role in creating a positive environment for every athlete. Adults are expected to support the team, demonstrate good sportsmanship, and model the same respect and accountability we ask of our swimmers.

- Treat athletes, coaches, officials, volunteers, staff, opponents, and other families with respect.
- Cheer for and encourage athletes while leaving technical instruction, race strategy, and coaching to the coaching staff.
- Respect the decisions of meet officials and never confront or argue with an official on behalf of an athlete.
- Use appropriate language and behavior at practices, meets, team activities, and online.
- Follow all applicable Safe Sport, MAAPP, Tucson J, facility, and team policies.
- Bring questions or concerns directly to the coaching staff rather than addressing them publicly, through gossip, or through negative conversations involving other families.
- Respect the role of other families. Adults should not confront, discipline, coach, or make negative comments toward or about another family's athlete. Immediate safety concerns should be brought to a coach or appropriate staff member.
- Support a team environment where athletes can compete, make mistakes, learn, and enjoy the sport.

Being part of the Stingrays extends beyond the pool. Adults are expected to represent the Stingrays with pride and sportsmanship at team activities, in the community, and online.

Behavior that violates these expectations may result in a conversation with the Head Coach/Aquatics Director, limitations on participation in team activities, or other action when necessary to protect athletes and the team environment. Serious safety or Safe Sport concerns will be handled in accordance with applicable Tucson J and USA Swimming policies.

Coach Code of Conduct

Stingrays coaches are responsible for creating the supportive, purposeful, and coachable environment we expect from our program. Coaches are leaders and role models and are expected to hold themselves to a high standard in every interaction with athletes, families, fellow coaches, officials, and the community.

- Put athlete safety, well-being, and long-term development first.
- Treat every athlete with respect, fairness, and dignity.
- Provide instruction and feedback that is constructive, age-appropriate, and focused on helping athletes improve.
- Challenge athletes while recognizing that development looks different for every swimmer.
- Create an environment where athletes can work hard, have fun, make mistakes, ask questions, and learn.
- Model good sportsmanship and professionalism at practices, meets, and team activities.
- Communicate respectfully and appropriately with athletes and families.
- Never use humiliation, intimidation, threats, bullying, or physical punishment as a coaching method.
- Follow all USA Swimming Safe Sport and MAAPP requirements, Tucson J policies, facility rules, and applicable team policies.
- Maintain appropriate professional boundaries with athletes at all times.
- Address behavioral concerns consistently and appropriately while considering an athlete's age, intent, and circumstances.
- Continue developing as coaches through education, collaboration, reflection, and a willingness to receive feedback.
- Represent the Stingrays with pride and professionalism at the pool, in the community, and online.

12. Grievances & Conflict Resolution

Open and respectful communication is the best way to resolve most concerns. Athletes and families are encouraged to address questions or concerns directly and constructively rather than allowing frustrations to build or discussing issues publicly.

Resolving a Concern

- **1. Start with the appropriate coach.** Questions involving an athlete's training, practice experience, meet performance, or other day-to-day matters should generally be discussed with the athlete's coach.

- **2. Contact the Head Coach/Aquatics Director.** Concerns that are unresolved, more significant, or involve broader team matters should be brought to the Head Coach/Aquatics Director.
- **3. Contact the General Manager.** Concerns involving the Head Coach/Aquatics Director, or concerns that remain unresolved after speaking with the Head Coach/Aquatics Director, may be brought to the Tucson J General Manager.

Concerns involving another athlete or family should be brought to the coaching staff. Adults should not confront, discipline, or attempt to resolve behavioral concerns directly with another family's athlete.

Safety & Safe Sport Concerns

This process does not limit an athlete's or family's ability to report a safety, abuse, or Safe Sport concern through the appropriate reporting channels. Concerns involving immediate athlete safety should be reported immediately. Matters governed by USA Swimming Safe Sport or the U.S. Center for SafeSport should be reported through the appropriate process regardless of where they fall within the normal team communication structure.

Our Approach

We ask everyone involved in a concern to communicate respectfully, listen to one another, and work toward a resolution that protects the athlete and the team environment.

13. Handbook Acknowledgment

Acknowledgment of the Stingrays Swim Team Handbook, Codes of Conduct, and applicable team policies is completed as part of annual Commit registration.

Supportive. Purposeful. Coachable. | Feel the Sting!