



## SUSA Swim Team

# Code of Conduct for Swimmers & Parents

Including Disciplinary Procedure – version 2024-25

### **SUMMARY OF THE DOCUMENT**

Outlines behaviors expected of SUSA members (swimmers, parents and other adult members) and the reason behind those expectations.

Lists examples of unacceptable behaviors and what disciplinary procedures may be used by SUSA staff when rules are broken.

**WE ASK THAT PARENTS AND SWIMMERS READ THROUGH THIS DOCUMENT TOGETHER AT LEAST ONCE (DURING REGISTRATION) EACH YEAR.**

### **PHILOSOPHY**

We believe there is a champion in every swimmer. Our aim is not to create champions, but to create a culture where our swimmers discover and achieve their full potential.

To do this, we provide them with experiences that will drive them to the highest level of swimming they desire. We teach skills to help them become leaders. We cultivate habits that will allow them to achieve their goals, and we encourage them to believe in their natural abilities.

We achieve more as a team when we work together toward common goals in an environment of respect. To this end, we have created this Code of Conduct for Swimmers and Parents, but which also applies to SUSA volunteers and coaches.

### **CONDUCT EXPECTED OF SUSA MEMBERS**

Upon registering each year, swimmers agree to the following statements:

- **COMPORTMENT** -- I will represent SUSA with dignity and politeness at all times. This includes during personal interactions, through social media and other electronic communication, and during media interviews. This applies whether I am at official SUSA activities, practices, meets or on my own time.
- **TEAM UNIFORM** -- I will adhere to SUSA policy and wear SUSA caps at practices held Monday through Thursday. At meets I will wear only the officially designated **Team Cap and Team Suit**. At championship meets or other prelim/final meets, I may wear a high-performance suit with the Team Cap. When applicable, team gear should be worn at meets (shirt, warmups, etc).
- **HEALTH AND SAFETY** -- I will follow all health guidelines issued by SUSA coaches and officials, including but not limited to: staying home from practice when showing signs of illness, social distancing, handwashing and wearing masks to protect myself and my teammates from risk.
- **LANGUAGE** -- I will choose to use positive language to communicate with others. I will refrain from vulgarity, profanity and inuendo during practices, at meets or in public. I will refrain from using language that knowingly offends or threatens others.

- RESPECT IN COMMUNICATION AND ACTION -- I will treat others with respect. *(Please review SUSA's Social Media and Electronic Communication policies as well as the Action Plan for Bullying)*. SUSA members will not engage in such behaviors at team events, activities or over social media. Disrespectful behaviors include but are not limited to:
  - Fighting or intentionally causing physical harm to another person,
  - Threatening or inciting violence to another person,
  - Bullying, demeaning, belittling, intimidating, hazing, tormenting or otherwise intentionally causing emotional harm to another person,
  - Using graphic gestures or language or electronically sending such, including pornography, flashing, mooning, or other sexually harassing behaviors,
  - Inappropriately touching another person,
  - Spreading rumors or gossip that could damage another person's reputation
  
- If I engage in such activities, I understand that I will be removed from practice and subject to SUSA's Disciplinary Procedures.
  
- REPORTING BULLYING -- If I am the victim of bullying or inappropriate behaviors listed above, I will tell my coach and/or parents immediately. I have the right to not be judged when talking to my coaches.  
For further information, please see SUSA's Action Plan for Bullying and Social Media Policy.
  
- USE OF HARMFUL SUBSTANCES -- I will treat myself with respect by abstaining from use of alcohol, tobacco, illicit and illegal drugs or the misuse of pharmaceuticals, and other substances banned by USA Swimming.
  
- SPORTSMANSHIP -- As a SUSA Team Member, I am expected to uphold the highest standards of sportsmanship when dealing with members of other swim teams and the community. This includes controlling physical reactions to anger or disappointment with dignity. Likewise, triumph should be handled with grace and respect.
  
- RESPECTING AUTHORITY -- I will follow the directions of all SUSA Coaches, chaperones, officials or volunteers. Disrespect or failure to obey instructions will not be tolerated.
  
- RESPECTING PROPERTY -- As a SUSA Team Member, I will treat the facilities in which I practice and compete with respect, not vandalizing or abusing the equipment or facilities in any way. I will help maintain the appropriate team image by cleaning up my garbage on the decks I use, whether at practice or at meets.
  
- POSITIVE CONTRIBUTION -- Team Members help each other. I will maintain a positive attitude throughout workouts, meets and team activities. I will stay focused on my goals and do my part to achieve them. I will ask appropriate questions to understand my training. Negativity and gossip will not be tolerated.
  
- GOAL SESSIONS -- I understand that I have the right to request a goal session with my coach and parent(s) at any time.

- PREPARATION -- I will be on time and prepared for practices. This includes having the required gear for both wet and dry practices. I understand the late policy of the team – that if I arrive later than 15 minutes after practice begins, I will not be allowed to enter the water. I understand that coaches are not responsible for entertaining swimmers who arrive late.
- I must give my best every time I am at workout, including setting personal goals. I will seek to understand and complete the workouts in the manner in which they were prescribed, so that I may achieve my highest potential. I am expected to hold the highest standards of integrity in all that I do. Cheating in any area of life does not show integrity.
- Attending meets is a vital part of being on a team, and that I must at minimum attend all TEAM meets. I understand that there will be approximately one meet per month available, and that TEAM meets are approximately every three months.
- I will be on time for meet warmups. I am responsible for having my suit, cap, goggles and any other equipment needed for the meet. I will stay until the conclusion of each session. If I must leave early, I will communicate with SUSA coaches PRIOR to leaving the meet. If I do not do so and a fine is assessed by the meet host for failure to scratch an event, I will be responsible for paying said fine.
- At meets, I am responsible for getting to my events early enough to prepare for racing.
- I understand that I am expected to talk to my coach before and after my races and keep a record of what she or he says I need to do.
- I will support and cheer on my teammates at every opportunity. As they get better, it pushes me to improve as well. **We are a team!**

### **DISCIPLINARY PROCEDURE**

Disciplinary procedure may vary depending on the severity of the offense. Typically, the following actions will be taken when a rule is broken.

- First offense:** Swimmer will be removed from practice (partial practice or full practice). Coach will talk with the swimmers involved in a timely manner in order to assess the situation.
- Second offense:** Swimmer will be again removed from practice and parents will be notified.
- Third offense:** Swimmer will be removed from practice and suspended pending a meeting with the swimmer's coach, at least one parent, and the swimmer. Swimmer will be required to submit a written plan of action to return to practice.

### **CONDUCT EXPECTED OF SUSA PARENT & VOLUNTEER MEMBERS**

- I have read and understood my rights and responsibilities as a parent contained within the Minor Athlete Abuse Prevention Policy.
- I will be a positive role model for team members and encourage sportsmanship by showing respect and courtesy to other parents (on and off the team), swimmers, coaches, officials and volunteers.
- I will not engage in unsportsmanlike conduct with any official, coach, swimmer or parent such as booing, taunting, or using profane language or gestures.

- I will respect the officials on deck and their authority during meets and will never question, discuss or confront them on the pool deck. I will take time to speak with them at an agreed upon time and place.
- I will respect the coaches and their authority during team activities, meets and practices. I will never question, discuss or confront coaches during practice time or at meets. I will take time to speak with coaches at an agreed upon time and place.
- I will follow all health guidelines issued by SUSA coaches and officials, including but not limited to: staying home from practice/meet when showing signs of illness, social distancing, handwashing and wearing masks to protect myself and team members from risk.
- I will refrain from coaching my child during meets and practices, unless I am one of the official coaches for SUSA.
- I will respect the swimmer/coach relationship and allow my child to be their own advocate for any issues they may have.
- I may request a goal session or meeting with my child's coach at any time.
- I will respect coaches' office hours.
- I will not engage in any negative discussions on the pool deck during practice or at meets that is detrimental to the swim team.
- I will follow USA Swimming's SafeSport guidelines for video and photo usage, including but not limited to:
  - I will not take pictures or video swimmers behind the blocks or in the locker rooms (even my own)
  - I will not 'friend' athletes who are not my own child without consent from their parents
  - While acting as a volunteer or a chaperone in an official capacity, I will adhere to two-deep leadership when transporting or talking to swimmers who are not my own.

### **DISCIPLINARY PROCEDURE**

Disciplinary action for violating the Parent Code of Conduct could include but is not limited to:

1. Verbal warning,
2. Formal complaint filed with LSC or USA Swimming,
3. Parental practice or meet suspension,
4. Removal of swimmer from the team

Written documentation will be kept on file with the team.