



St. John's Legends Swim Club "Code Of Conduct"

To achieve the goal of maximizing the potential, personal satisfaction, and growth of our swimmers, all club members (**coaches, swimmers, and parents**) agree to abide by the following Code of Conduct. It is intended as a guide for appropriate behavior for all members to follow while engaged in any club activity.

- I will treat all members with respect (please see Appendix # 3 - Swim/Natation Canada's Harassment Policy).
- I will commit to the club by applying myself in a manner consistent with the objectives and performance goals of the club.
- I will use appropriate language.
- I will treat the property of others with respect.
- I will treat my own body with respect by refraining from the use of alcohol, illegal drugs and/or tobacco.
- In the spirit of good competition I will display respect and appreciation towards competitors and officials.

Specific Rules While Attending Swim Meets

- I will stay on the pool deck with my team and support my teammates.
- I will follow all instructions regarding curfews and boundaries given by a coach or chaperone.
- I will be a well-behaved guest in my billet's home and present my host with a small token of my appreciation before I leave.
- I will follow the established rules of the facility and will recognize that the employees of that facility have the final authority.

Dealing with Violations of the Code of Conduct

Violations of the Code of Conduct should be dealt with at the level where they happen, in the squad with the Squad Coach. However, if the results are not satisfactory then the problem should be taken to the Head Coach. If it is still not resolved then the Club President should be informed.

Violations of the Code of Conduct will usually be dealt with in the manner listed below. However, more serious breaches of the code may result in swifter or stronger disciplinary measures.

1. Verbal warning to the member

It must be made clear to the person that he or she is in violation of the code.

2. Member is removed from pool deck

The individual is immediately removed from the situation and informed of the possible consequences if the behavior is not corrected. In the case where the offending member is a swimmer his or her parents are notified and informed. The member may be asked to write a letter of apology to those people affected.

3. Meeting

The member is once again removed from the situation and meeting is set for the purpose of discussing the violation and its consequences, which will most likely include a suspension. In the case where the offending member is a swimmer his or her parents will be contacted to arrange the meeting.

4. Final Meeting

Expulsion may be an option, depending on the situation. An expelled member may apply to a

Discipline committee for re-entry after a twelve-month period.

Issues With Harassment

If you feel the actions of another club member(s) are preventing you from participating fully and equally in the activities of the St. John's Legends Swim Club you are encouraged to bring the matter to your individual coach. However, if his or her response is unsatisfactory or you do not feel comfortable with that situation you should speak with the club appointed Harassment Officer. He or she is a trained volunteer who is responsible to the club executive. The officer will listen to your concerns and provide assistance.

Other individuals you could also speak to are:

- The Head Coach
- A designated senior swimmer.
- A club executive member.

These individuals will report your concerns to the club appointed Harassment Officer on your behalf. If for any reason you do not feel comfortable with the people listed above please contact Swim Newfoundland and Labrador's Provincial Harassment Officer at 576-7946.

Discipline Committee

The club has adopted a progressive approach to discipline. Emphasis will be placed on correcting the undesirable behavior as opposed to punishment.

A Committee will determine appropriate discipline in instances of an unresolved issue referred from the Harassment Officer, where the authority to determine discipline exceeds that of the Head Coach, or in situations of a serious offence.

The Discipline Committee will consist of three executive members. In the case of a conflict with executive board members, the President shall select two alternate parents to assist the committee.

The nature of discipline will be reasonable and progressive. If discipline is warranted it could range from a verbal or written warning to dismissal from the club, if the undesirable behavior continues. However in cases of a serious offence, the Committee may choose discipline that reflects the degree of seriousness, bypassing progressive levels of discipline.

In all cases the Committee will contact the offender. In the case of a swimmer, the parents will be contacted. The nature of the offence will be outlined as will the negative impact such behavior has on the club. In all cases the committee will take into consideration other, personal contributing factors to the undesirable behavior.