

DIDSBURY AQUA-JETS CODE OF CONDUCT – SWIMMERS

Please note that Aqua-Jets and Didsbury Aqua-Jets are interchangeable for the purpose of this code of conduct and disciplinary procedures.

The Aqua-Jets take a great deal of pride in the behavior and conduct of its athletes. All Aqua-Jet swimmers are expected to:

- Represent Didsbury with pride in any situation or place
- Treat all teammates, coaches and parents with respect
- Treat all facilities and staff with respect
- Abide by all rules set by staff at all club functions

The Didsbury Swim Club Code of Conduct outlines the club's expectations of each member and potential discipline resulting from inappropriate behavior during any club function.

An Aqua-Jet member will:

- Prepare to do your best performance at all times
- Maintain high standards of behavior, politeness and sportsmanship at all times
- Obey curfews and schedule, and punctually attend all team meetings/functions
- Acknowledge that injury or illness which, in the opinion of the coach/co-coaches or mentor, may compromise one's ability to perform to one's best, may result in one's removal from that competitive opportunity

Inappropriate behavior includes:

- Unsportsmanlike conduct (e.g. use of inappropriate language or offensive gestures)
- Public misconduct (including abuse of facilities)
- Use of alcohol or drugs (as banned or restricted by the IOC, FINA, SN/C, or which are illegal)
- Disrespectful verbal and physical conduct towards teammates, coaches, parents, officials
- Walking on the bottom of the pool, not following the lesson plan

AQUA-JET DISCIPLINARY PROCEDURES

Bullying of any kind will not be tolerated and will result in suspension from the club until further notice.

In the event that an incident occurs during a practice and/or an away competition involving a breach of the Aqua-Jet code of conduct for swimmers the proper operating procedure is the following:

1. Swimmer to be notified of the concern. The staff will endeavour to determine the facts of the incident.
2. If deemed necessary, swimmer will be put on report with the coach/co-coaches and the Board President.
3. If the parents are in attendance at the meet/practice they should be notified as well. If they are not, they should be phoned at the earliest convenient moment. If one of the coach/co-coaches is/are not attendance, they will be advised by the other coach/co-coach who dealt with the incident in question.
4. Any disciplinary measures required immediately at the meet/practice will be determined by the coach/co-coach(es) in attendance. This could include removal from the pool which would then require a meeting with the parent(s) and child(ren) prior to re-entry.
5. If further discipline related to the incident is required, this will be determined by the coach/co-coaches and the Board will be notified.
6. Once the coach/co-coaches and the Board have determined what if any further disciplinary action will be required; that decision will be communicated to the board, the swimmer and their parents by either (1) a face to face meeting, (2) a phone call AND in writing. The President (or Board designate) may also attend any required meetings, if requested.

DISCIPLINARY ACTION FOR BEHAVIOURAL ISSUES

First offence: warning

Second offence: expulsion from pool, return to pool may be granted the next swim club day with a parent present

Repeat incidents will be dealt with on a case by case basis by the coaches and Board.

**DIDSBURY AQUA-JETS
CODE OF CONDUCT – PARENTS**

Please note that Aqua-Jets and Didsbury Aqua-Jets are interchangeable for the purpose of this code of conduct.

Possibly one of the greatest benefits of participating in an organized swim program are the life skills your child will develop. These skills include time management, self-discipline, and sportsmanship. Remember that your child is the swimmer. Children need to establish their **own** goals and make their **own** progress toward them.

As a parent, your major responsibility is to provide a stable, loving and supportive environment. Show your interest by ensuring your child's attendance at practices and by coming to meets. Parents serve as role models and your attitude is often emulated by your child. With this in mind we ask that you abide by the following code of conduct:

- Strive to be positive role models. Most importantly, show good sportsmanship at **all** times toward coaches, officials, opponents, and teammates.
- Parents are not allowed on deck during training or competition unless they are acting as an official. These types of distractions prevent the coach from providing complete attention to his/her swimmers. Parents are asked to remain in the spectator designated areas.
- Ensure good communication with your child's coach/co-coaches. If there is an issue, it should be resolved in private between the parent and both coaches or if it is a coaching issue it should be resolved in private between the parent and the board. Critical or negative comments should never be voiced in front of the swimmers. **Any issues are to be brought to the attention of the coaches outside of club time with the exception of situations where a swimmer or swimmers immediate safety is threatened.**
- Do not coach your child. Results are always better when parents restrict their input to support and encouragement and allow the coaches to provide the technical and critical direction.
- Be aware of Aqua-Jet club policies and volunteer commitments. Be willing to fulfill them. We are all busy but if everyone shares equally in the commitments, the lighter the load will be.

If we all follow these simple rules, your child will have a positive experience with the sport.

DIDSBURY AQUA-JETS
GRIEVANCE POLICY

Please note that Aqua-Jets and Didsbury Aqua-Jets are interchangeable for the purpose of this code of conduct.

Resolution of concerns and grievances is always a difficult issue and the Club strongly encourages that reasonable attempts be made to resolve them discreetly on a personal level between the parties directly involved, whether they are swimmers, coaches, or parents. The following procedures have been put in place for dealing with grievances.

The Club wants to ensure that all concerns will be addressed properly and expeditiously. All grievances brought forward will be kept in confidence. To that end it is also expected that any grievances brought forward will not be anonymous and the person or persons bringing forward the grievance will do so discreetly and not discuss them with parents or individuals who are not involved.

Swimmer Conduct

- Swimmers may discreetly bring the issue to the coach/co-coaches off the deck either in person, by phone, e-mail or in writing. The coaches are not to be approached during swim club time.
- If further discussion is needed, the issue may be put in writing and given to the board.

Parent Conduct

- Any complaint against a parent member should be directed in confidence to the board in writing.

Coach Conduct

- Any complaint against a coach or staff should be directed in confidence to the Board in writing