



Parent & Official's Code of Conduct Annual Agreement

- 1 Officials will have the responsibility to:
 - 1.0 Adhere to the rules of Swimming Natation Canada
 - 1.1 Be fair and objective.
 - 1.2 Avoid situations in which a conflict of interest may arise.
 - 1.3 Make independent judgments.
- 2 Parents/Guardians of OSC Members and Spectators at events will:
 - 2.0 Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
 - 2.1 Never ridicule a participant for making a mistake during a performance or practice.
 - 2.2 Provide positive comments that motivate and encourage participants' continued effort.
 - 2.3 Respect the decisions and judgments of officials and encourage athletes to do the same.
 - 2.4 Never question an official's or OSC staffs' judgment or honesty.
 - 2.5 Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport.
 - 2.6 Keep off the competition deck and not interfere with coaching or officiating.
 - 2.7 Always respect the boundaries of the coaching environment.
- 3 Maintain and enhance the dignity and self-esteem of OSC Members and other Individuals by:
 - 3.0 Demonstrating respect to Individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status.
 - 3.1 Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, and members.
 - 3.2 Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct.
 - 3.3 Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - 3.4 Consistently treating Individuals fairly and reasonably.

- 3.5 Ensuring that the rules of swimming, and the spirit of such rules, are adhered to.
- 4 Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - 4.0 Written or verbal abuse, threats, or outbursts.
 - 4.1 The display of visual material which is offensive or which one ought to know is offensive.
 - 4.2 Unwelcome remarks, jokes, comments, innuendos, or taunts.
 - 4.3 Leering or other suggestive or obscene gestures.
 - 4.4 Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions.
 - 4.5 Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance:
 - 4.6 Any form of hazing (refer to Swim Alberta's Hazing Policy).
 - 4.7 Unwanted physical contact including touching, petting, pinching, or kissing.
 - 4.8 Unwelcome sexual flirtations, advances, requests, or invitations.
 - 4.9 Physical or sexual assault.
 - 4.10 Behaviors such as those described above that are not directed towards Individuals or groups but have the same effect of creating a negative or hostile environment; or
 - 4.11 Retaliation or threats of retaliation against an individual who reports harassment.
- 5 Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. (Refer to the Swim Alberta Harassment Policy) Types of behavior that constitute sexual harassment include, but are not limited to:
 - 5.0 Sexist jokes.
 - 5.1 Display of sexually offensive material.
 - 5.2 Sexually degrading words used to describe a person.
 - 5.3 Inquiries or comments about a person's sex life.
 - 5.4 Unwelcome sexual flirtations, advances, or propositions.
 - 5.5 Persistent unwanted contact.
 - 5.6 Sexual assault.
- 6 Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
- 7 In the case of persons of legal drinking age, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult social situations associated with OSC events.
- 8 Respect the property of others and not willfully cause damage.
- 9 Respect the privacy of others in that:

- 9.0 The use of cell phone cameras, digital cameras, or any other recording device must be limited in private areas such as changing rooms and restrooms to only that which has received explicit verbal consent and taken into consideration the appropriate attire of all visible participants. This includes taking photos, videos, or live-streaming.
- 9.1 No photos or videos of teammates or staff may be taken or shared without explicit verbal consent from all individuals clearly visible in the image or video.
- 10 Abstain from the non-medical use of drugs or the use of performance enhancing drugs or methods.
- 11 Refrain from any form of intimate or sexual activity at OSC activities and events, including but not limited to, off-deck environment, competitions & meets, workouts, training camps, travel, club events, and meetings.
- 12 Always comply with the bylaws, policies, rules, and regulations of OSC, as adopted and amended from time to time.
- 13 Adhere to all Federal, Provincial, Municipal, or host country laws.

OSC and its agents are responsible for all athletes and shall determine breaches of the Code of Conduct and shall apply sanctions. Appeals are to be directed to the OSC Board of Directors as outlined in OSC policies. Minor infractions that result in discipline will be recorded. Repeat minor infractions may result in further such incidents being considered a major infraction. Major infractions occurring within competition may be dealt with immediately, if necessary, by an appropriate person having authority, provided the individual being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity, or event only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in OSC policies. If discipline is to be applied to a team member under 18 years of age, the head coach will seek to communicate with that person's legal guardian whenever possible.

Sanctions for minor infractions, which may be applied individually or in combination, include but are not limited to the following:

- Verbal or written reprimand which may be placed on file.
- Verbal or written apology which may be placed on file.
- Suspension from the current competition, activity, or event; or
- Any other sanction considered appropriate for the offense.

Sanctions for major infractions which may be applied individually or in combination, include but are not limited to the following:

- Written reprimand to be placed on file.
- Written apology to be placed on file.
- Removal of certain privileges of membership.
- Suspension from certain teams, events and/or activities.
- Suspension of membership or all activities for a designated period of time.

- Suspension of funding.
- Expulsion from membership.
- Other sanctions may be considered appropriate for the offense.

As a member of the Olympian Swim Club, I understand and will comply with the OSC Code of Conduct and that I am expected to conduct myself in a dignified, considerate, respectful, and responsible manner at all times to ensure a safe and positive environment within OSC programs and activities. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to OSC's policies related to conduct, discipline, and Complaints. Any appeal following any disciplinary action shall be in accordance with the appeal policies of the Olympian Swim Club. Any member who does not agree with any part of the Code of Conduct Agreement may elect not to participate in OSC sanctioned events. A simple refusal to sign this agreement will be sufficient to exclude the member.

Signature of this document constitutes unconditional agreement to comply with the Olympian Swim Club Code of Conduct & Ethics, Discipline & Complaints and Appeal Policy.

_____	_____	_____
First Parent/Guardian Name	Parent/Guardian Signature	Date:
_____	_____	_____
Second Parent/Guardian Name	Parent/Guardian Signature	Date: