



## Calgary Patriots Swim Club Coaches Code of Conduct

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### **Purpose**

1. This document expands on the Calgary Patriots Swim Club (“Patriots” or the “Club”) Code of Conduct and Ethics to outline the expected actions and behaviors for all coaches as members of the Club. The Club is committed to providing an environment of respect that supports the pursuit of individual and team excellence. Being a member of the Patriots is a special privilege; with it comes responsibility. Irresponsible behavior can result in severe damage to the integrity of the Club.

### **Application**

2. The Patriots Coaches Code of Conduct outlines the club’s expectations of each of our coaches and potential disciplinary action which may ensue resulting from inappropriate behavior during any club-related function including as it relates to possible cyber/social media interaction between club members. This policy applies to all coaches within Patriots as they act and represent the Club and set good examples of teamwork and sportsmanship for our swimmers.

### **Responsibilities, Guidelines, and Procedures**

3. The conduct and ethical behavior of a professional are determined by the degree of respect with which a professional interacts and communicates with swimmers, their families, peers, and the public. Coaches have a responsibility to encourage autonomy and personal growth and to ensure that athletes train and perform in suitable and safe settings.
4. Compliance with this Code, as with all law in a civil and democratic society, depends primarily upon understanding and voluntary compliance; secondarily upon reinforcement by peer and public opinion; and finally, when necessary, upon enforcement through disciplinary proceedings.
5. Coaches may experience conflict between different ethical principles, between ethical and legal requirements, and between their own ethical convictions and those of others. Training and professional development related to ethics is recommended for all Coaches, to develop knowledge and skills for dealing with these conflicts. Coaches are also encouraged to consult with others having relevant expertise on ethical matters.
6. As the Club has a current “online” presence both through the internet and a variety of social media mediums, the club is mindful that all content displayed through online/social media must be of an appropriate and “family-friendly” nature. Cyberbullying is not tolerated and would be considered a major infraction of the Parent Code of Conduct.
7. This Code does not exhaust the moral and ethical considerations that should guide a Club member, for no worthwhile human activity can be completely defined by rules and regulations. This Code simply provides a framework for the ethical coaching and teaching of the sport of swimming.

## Code of Conduct

### 8. All Coaches have a responsibility to:

- a. Consistently display high standards and project a favorable image of the sport and of coaching to swimmers, other coaches, officials, administrators, spectators, the media, and the public.
- b. Consistently demonstrate the spirit of sportsmanship, sports leadership, and ethical conduct.
- c. Ensure that the rules of competitive swimming, and the spirit of such rules, are adhered to.
- d. Display respect and treat all persons equally, within the context of their coaching activity, regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, impairment, physical or mental disability, economic status, or source of income.
- e. Focus comments or criticism appropriately and avoid unwarranted public criticism of coaches, athletes, officials, organizers, volunteers, employees, and members.
- f. Refrain from disseminating misinformation that would adversely affect public health.
- g. Coaches will not misuse alcohol or marijuana in the presence of swimmers, or while in a position of trust and responsibility nor use illegal or performance-enhancing drugs.
- h. Refrain from any violation of anti-doping rules under the World Anti-Doping Code. Such violation will be an automatic violation of this Code, as will a conviction relating to the possession or trafficking of any illegal or banned substance.
- i. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
- j. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
- k. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
- l. 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.
- m. Respect the property of others and do not willfully cause damage.
- n. Always comply with the Bylaws, Policies, Rules, and Regulations of the Club, as adopted, and amended from time to time.
- o. Adhere to all Federal, Provincial, Municipal, or host country laws.

### 9. Types of behavior that constitute harassment include, but are not limited to:

- a. Written or verbal abuse, threats, or outbursts.
- b. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts.
- c. Leering or other suggestive or obscene gestures.

- d. Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions.
  - e. Practical jokes which endanger a person's safety, or negatively affect performance.
  - f. Any form of hazing.
  - g. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
  - h. Unwelcome sexual flirtations, advances, requests, or invitations.
  - i. Physical or sexual assault.
  - j. Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
  - k. Retaliation or threats of retaliation against an individual who reports harassment.
  - l. 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. Coaches should abide by the policies applicable in their respective jurisdictions.
10. Types of behavior that constitute sexual harassment include, but are not limited to:
- a. Sexist jokes.
  - b. Display of sexually offensive material.
  - c. Sexually degrading words used to describe a person.
  - d. Inquiries or comments about a person's sex life.
  - e. Unwelcome sexual flirtations, advances, or propositions.
  - f. Persistent unwanted contact.
  - g. Communication of a sexual nature in any form, including but not limited to social media, texts, or any other forms of electronic communication.
  - h. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.

### **Coach-Coach Relationships**

11. All Coaches have a responsibility to:
- a. Not impugn the reputation of other coaches for personal motives.
  - b. Ensure that in any matter relating to changing the swimmer-coach professional relationship of a swimmer, the initial discussion of such potential change must be initiated by the swimmer, the swimmer's family where the swimmer is a minor, or the swimmer's coach, and not by any other coach or other interested parties.
  - c. Ensure that upon a swimmer changing coach affiliations communicate and cooperate in the exchange of information in the best interests of the swimmer wherever possible.

## Coach-Athlete Relationship

12. All Coaches have a responsibility to:

- a. Ensure that activities being undertaken are suitable for the age, experience, and ability of the swimmer.
- b. Ensure that the language being used, verbally or in written form, is suitable for the age of the swimmer.
- c. Communicate and cooperate with medical and sports professionals in the training, treatment, and management of their athletes.
- d. Not disclose personal information pertaining to a swimmer without the swimmer's consent unless such disclosure is required for the purposes of doping control, is required for emergency medical treatment, or is otherwise required by law.
- e. Refrain from any behavior that abuses the power inherent in the coaching position.
- f. Ensure that interactions between an athlete and an individual who is in a position of trust should normally, and wherever possible, be in an environment or space that is both open and observable to others.
- g. Refrain from any behavior that encourages inappropriate physical or emotional intimacy between the Coach and swimmer. Such behavior will be construed as sexual misconduct under this Code and will represent an automatic violation.
- h. Never engage in a sexual relationship with a minor.
- i. Never engage in sexual relations with swimmers whom they coach, regardless of the swimmer's age.

Coaches Name: \_\_\_\_\_

Coaches signature: \_\_\_\_\_

The date signed: \_\_\_\_\_