



Calgary Patriots Swim Club Swimmers' Code of Conduct

Purpose

1. This document expands upon the Calgary Patriots Swim Club (“Patriots” or the “Club”) Code of Conduct and Ethics to outline expected actions and behaviors for all swimmers 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 Swimmers Code of Conduct outlines the Club’s expectations of each swimmer and the potential disciplinary action which may ensue resulting from inappropriate behavior during any Club-related function including as it relates to possible cyber/social media interactions between Club members. This policy applies to all swimmers within Patriots and all competitive members over the age of 11 will be required to sign and acknowledge.

Responsibilities, Guidelines, and Procedures

3. The Club takes a great deal of pride in the behavior and conduct of its athletes. All swimmers are expected to:
 - Represent Patriots 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.
4. The Patriots Swimmers Code of Conduct outlines the Club’s expectations of each swimmer and potential discipline resulting from inappropriate behavior during any Club function. This would include practices, events, Club travel, meet attendance, or representation at any Club-sanctioned event. Infractions of the Code of Conduct are defined as either minor or major infractions. Possible disciplinary actions for both minor and major infractions are also listed. In cases where the conduct adversely affects the Club’s reputation, swimmer conduct outside of Club events may result in an infraction if someone files a formal grievance.
5. 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 Swimmer Code of Conduct.

Code of Conduct

6. All swimmers have the responsibility to:
 - a. Always give their best performance.
 - b. Maintain high standards of behavior, politeness, and sportsmanship at all times.
 - c. Consistently demonstrate sportsmanship, leadership, and ethical conduct.

- d. Demonstrate respect for others and treat individuals fairly and reasonably.
 - e. Abide by Patriots policies, rules, and regulations.
 - f. Obey curfews, schedules, and be on time for all team meetings/functions.
 - g. Keep all team areas, including sleeping areas neat, orderly, and clean.
 - h. Respect the property of others and do not willfully cause damage.
 - i. Do not use alcoholic beverages or legal drugs at any Club function or event even when over the age of majority.
 - j. Do not use drugs banned or restricted by the IOC, FINA, SN/C, or which are illegal.
 - k. Do not use drugs banned or restricted by the IOC, FINA, SN/C, or which are illegal.
 - l. Acknowledge any injuries or illness which, in the opinion of the Head Coach or your squad coach, may compromise your ability to perform at your best, and may result in removal from that competitive opportunity.
7. The following guidelines should be used in consideration of whether an infraction or act of misconduct is to be considered a Minor or Major infraction. Examples have been provided but are not all-encompassing.

Minor Infractions

8. The following list provides examples only of minor infractions; it does not include all possible minor infractions and is intended to provide guidance as to what might be considered minor as opposed to major infractions.
- a. Minor infraction examples (but not limited to):
 - 1) Inappropriate or offensive language.
 - 2) Disruptions or disturbances during team functions such as swim meets, time trials, team meetings, or billeting situations.
 - 3) Late attendance to team functions (team meetings, bus schedules, etc.).
 - 4) Curfew violations.
 - 5) Unsportsmanlike conduct such as arguing with meet officials.
 - 6) Inappropriate level of cleanliness in team areas or accommodations.
 - 7) Bullying or cyberbullying.
 - 8) Other similar infractions of minor severity.
 - b. Possible disciplinary actions for minor infractions of the Swimmer Code of Conduct may be applied, singly or in combination:
 - 1) Swimmer/ Parent meeting to discuss the matter.
 - 2) Verbal reprimand.
 - 3) Written reprimand with a note to file.
 - 4) Formal verbal apology (witnessed).
 - 5) Formal written apology (hand-delivered).
 - 6) Removal from the remainder of the event.
 - 7) Suspension from certain Club activities, which may include suspension from practices and/or scheduled competitions/events.
 - 8) Other actions considered appropriate by the Head Coach, President or Board of Directors designate.

Major Infractions

9. The following list provides examples only of major infractions; it does not include all possible major infractions and is intended to provide guidance as to what might be considered major as opposed to minor infractions.

- a. Major (gross misconduct) infraction examples (but not limited to):
 - 1) Three or more minor infractions.
 - 2) Public misconduct (including abuse of officials, facilities, and accommodations).
 - 3) Bringing disgrace to the Club.
 - 4) Leaving the hotel, billet, or other team accommodations without permission.
 - 5) Disrespectful verbal and physical conduct towards teammates (initiation rituals or hazing; bullying; cyberbullying).
 - 6) Unauthorized sharing of private information, and pictures or exploiting the privacy of others.
 - 7) Use of alcohol or legal drugs during any Club function or event even when over the age of majority.
 - 8) Sexual activity during any Club function or event.
 - 9) Use of drugs banned or restricted by the IOC, FINA, SN/C, or which are illegal.
 - 10) Other similar infractions of major severity.

- b. Possible disciplinary action for major infractions of the Swimmer Code of Conduct may be applied, singly or in combination:
 - 1) In the event of alleged or actual criminal activity the first step will be to involve the proper authorities. The investigation by these authorities should be complete prior to the Club formally addressing the issue.
 - 2) All actions as listed above in disciplinary actions for minor infractions.
 - 3) Prolonged suspension in the form of a 1-week, 30-day, 60-day, 3-month, or 6-month period.
 - 4) Change in member status to “no longer in good standing” and resultant expulsion from the Club.
 - 5) Other actions considered by the disciplinary committee should the issue be assigned.

Swimmer’s name: _____

Swimmer’s signature: _____

The date signed: _____