



Code of Conduct and Ethics Policy

Strathcona County Swim Club (also known as SilverRays or SRAYS) is committed to ensuring a safe and positive environment at all times within its program, activities and events including, but not limited to swim and dryland training, club events, competition, travel associated with Club activities, social media, and any meetings and business interactions. Athletes, coaches, officials, parents, volunteers and the board of directors are held to a high standard of ethical conduct with the expectation of appropriate behaviour which is considered reasonable among the majority of the population, shows good judgment, discretion, and adheres to all Strathcona County Swim Club Policies.

Zero Tolerance Statement

Strathcona County Swim Club has zero tolerance for any type of abuse and supports a sporting environment where all members can participate safely and free from any harm. Members are required to report instances of abuse or suspected abuse to the Board of Directors to be immediately addressed under the policies of the Club.

Position of Trust

All members of the Club agree to the following:

- i. Any individual who is in a job or position in which one individual may exercise power of authority over another individual, such as a team manager or coach, is noted to be in a position of trust.
- ii. a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed and as such is considered to be a vulnerable person.
- iii. When interacting with vulnerable individuals, or with individuals with whom there is a recognized power of authority or trust that exists, the individual in the Position of Trust is required to enact practical approaches to these interactions. These include, but are not limited to:
 - a. Limiting physical interactions to non-threatening or non-sexual touching (i.e. high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
 - b. Ensuring the vulnerable individuals are always supervised by more than one adult
 - c. Ensuring that more than one person is responsible for team selection (thereby limiting the consolidation of power onto one individual).
 - d. Including parents/guardian in communication
 - e. Ensuring that parents/guardians are aware that some non-personal communication between individuals and vulnerable individuals (e.g. coaches and athletes) may take place electronically (e.g. texting) and that this type of communication is now considered to be commonplace, especially with other older vulnerable individuals (e.g. teenagers). Note that such communication is subject to this Code of Conduct and Ethics and the Club's Social Media Policy.
 - f. Ensure transportation of vulnerable individuals is with others present
 - g. Ensure accommodations of vulnerable individuals are not shared unless there is additional adult supervision or others present



General Guidelines

All Members of the Club agree to:

- i. Treat all individuals with dignity by:
 - a. Demonstrating respect regardless of athletic ability, body type, physical characteristics, nationality, religion, gender, gender identity, gender expression, sexual orientation, disability, family status, and any other prohibited ground covered by the Alberta Human Rights Act.
 - b. Consistently demonstrating sportsmanship, leadership and ethical conduct including avoiding public criticism of athletes, coaches, officials, volunteers, and members. Act, when appropriate, to prevent or correct practices that are discriminatory. Show empathy for those individuals that may be injured.
- ii. Act with integrity and professionalism by being ethical, considerate, fair, courteous and honest in all interactions with people, including accepting responsibility for your actions.
- iii. Operate within the rules and spirit of the sport including following all guidelines that govern Strathcona County Swim Club.
- iv. Be aware and comply with Strathcona County Swim Club's bylaws, policies, procedures and regulations, as adopted and amended.
- v. Refrain from any form of abuse, violence, harassment, or discrimination towards others.
- vi. Abstain from use, possession, and the supply of banned substances and practices.
- vii. Refrain from the use of power or authority in an attempt to coerce another individual to engage in inappropriate activities. Some examples include but are not limited to limiting physical interactions to non-threatening or non-sexual touching (ie high fives, pats on the back or shoulder, specific skill instructions, etc), and including parents/guardians in communications.
- viii. Respect the property of others and do not willfully cause damage.
- ix. Report any alleged infractions of this code of conduct.

Additional Guidelines

Coaches (refer to Coaching Guidelines)

Coaches have additional responsibilities to:

- i. Recognize that the coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously.
- ii. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- iii. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.
- iv. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- v. Act in the best interest of the athlete's development as a whole person.
- vi. Report any ongoing criminal investigation, conviction, or existing bail conditions.



- vii. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- viii. Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
- ix. Adhere to all other guidelines and expectations set forth by the Board of Directors to support the effective and successful operation of the Club.

Parents/Guardians

Parents/Guardians of athletes have additional responsibilities to:

- i. Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence
- ii. Never ridicule a participant for a poor performance or practice
- iii. Provide positive comments that motivate and encourage athletes' continued effort
- iv. Respect the decisions and judgments of officials, and encourage athletes to do the same
- v. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport
- vi. Refrain from entering the competition (and training) area and from interfering with events (or practices).
- vii. Report any medical problems in a timely fashion, when such problems may limit a swimmer's ability to travel, practice, or compete
- viii. When representing the Club on the Board of Directors, adhere to the additional established Guidelines and Expectations that support
- ix. When representing the Club as an Official or Volunteer:
 - a. At competitions, work within the boundaries, rules, and regulations of their position's description while supporting the work of other officials.
 - b. Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of the Club.
 - c. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
 - d. Respect the confidentiality required by issues of a sensitive nature, which may include disqualifications, discipline processes, appeals, and specific information or data about Members.
 - e. Promote a team spirit by respecting people's differences, valuing diversity of opinion, and working with others to achieve the best decisions for athletes
 - f. At competitions, dress in proper attire for officiating.

Athletes (refer to athlete guidelines)

Athletes have additional responsibilities to:

- i. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, events, activities, or projects.
- ii. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- iii. Never ridicule a participant for a poor performance or practice.



- iv. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
- v. Act in accordance with the Club's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones

Enforcement

Conduct that violates this Code of Conduct and Ethics Policy is subject to actions identified in other Strathcona County Swim Club Policies, including, but not limited to the Discipline, Complaints and Dispute Resolution Policy and the resulting penalty imposed under those policies.

Approved: October 7, 2020
Strathcona County Swim Club Board of Directors