

UNIVERSITY OF CALGARY SWIM CLUB

SWIMMER CODE OF CONDUCT

1. Purpose of the Swimmer Code of Conduct

This Code of Conduct is to ensure the best possible individual, program, and team responsibility to promote the development of first class citizens and swimmers. It is to ensure that swimmers are able to pursue their swimming goals by training and competing in a safe and supportive environment, free from any behaviours that are contrary to this Code of Conduct.

2. Purpose of Disciplinary Action

It is the intention of UCSC that any disciplinary action taken is proportionate to the offending behavior and takes into account the circumstances surrounding the behaviour, such as swimmer's age, the severity of the infraction, the impact of the behavior on others, and previous infractions by the same swimmer.

3. Agreement

By signing the Code of Conduct, swimmers and parents/guardians acknowledge and agree to abide by these terms.

4. Swimmer Agreement

As a swimmer with UCSC, I agree to:

- a) commit to team goals and program requirements
- b) attend all workouts, swim meets and meetings as required by the Coaches
- c) display proper respect, honesty and sportsmanship toward all swimmers, coaches, officials, administrators, chaperones, and parents
- d) maintain a lifestyle that will allow proper sleep, rest, and nutrition for optimal performance
- e) display a positive and supportive attitude toward the program, coaches and teammates
- f) abide by the conditions specified in this Code of Conduct, the UCSC Harassment Policy and the Swim Alberta Hazing Policy
- g) refrain from any immoral, inappropriate or unacceptable behavior during all team activities during training, travel and team functions, including but not limited to the following:
 - i. use, transport, or provide drugs to self or others (other than those prescribed by a physician)
 - ii. smoke any substance
 - iii. use, transport, or provide alcoholic beverages to self or others
 - iv. vandalize property
 - v. break curfew conditions established by coaches or chaperones
 - vi. engage in any illegal, unethical, inappropriate, or immoral activity including but not limited to stealing, sexual relationships, cheating, lying
 - vii. engage in any activity which would negatively reflect on UCSC.

5. Disciplinary Action – Minor Infraction

Failure to follow the swimmer agreement may result in but is not limited to the following disciplinary action.

a) First Violation

There will be written or verbal warning from swimmer's coach and request to modify behavior.

b) Second Violation

There will be communication with swimmer's parent/guardian to discuss the infraction. Written commitment by the swimmer to change the behavior may be required.

c) Third Violation or persistent infractions

The coach will meet with Head Coach/Director of Swimming and the matter may be referred to a Disciplinary Committee convened to deal with the disciplinary action.

Disciplinary action may include but is not limited to:

- i. the swimmer may be suspended from the team for a specified period of time
- ii. the swimmer may be asked to issue a public apology to the appropriate audience in both oral and written form
- iii. the swimmer may be issued a remedial or restorative penalty
- iv. the swimmer may be asked to make amends or restitution or perform volunteer service
- v. the swimmer may be suspended from team travel for a specified period of time
- vi. the swimmer may be suspended from UCSC
- vii. the swimmer may be suspended from attending upcoming meets
- viii. the swimmer may be expelled from UCSC.

6. Disciplinary Action – Major Infraction during Team Travel

For a major infraction, failure to follow the swimmer agreement may result in but is not limited to the following disciplinary action.

If a violation occurs during team travel

a) the swimmer may be sent home at the swimmer's/parents' expense at the earliest opportunity as determined by the coach/chaperone in conjunction with the swimmer's parent/guardian

b) upon the completion of team travel, the swimmer's coach or appropriate representative will have a meeting with Head Coach/Director of Swimming and refer the matter to Disciplinary Committee convened to deal with the disciplinary action

c) the Disciplinary Committee will review the coach's report, the chaperone reports and the swimmer's report regarding the violation; the Disciplinary Committee will determine the appropriate sanction, which may include but is not limited to:

- i. the swimmer may be suspended from the team for a specified period of time
- ii. the swimmer may be asked to issue a public apology to the appropriate audience in both oral and written form
- iii. the swimmer may be issued a remedial or restorative penalty
- iv. the swimmer may be asked to make amends or restitution or perform volunteer service
- v. the swimmer may be suspended from team travel for specified period of time
- vi. the swimmer may be suspended from UCSC
- vii. the swimmer may be suspended from attending upcoming meets

viii. the swimmer may be expelled from UCSC.

7. Disciplinary Action – Major Infraction

For a major infraction, failure to follow the swimmer agreement may result in but is not limited to the following disciplinary action.

If a violation does not occur during team travel

- a) the swimmer’s coach or appropriate representative will have a meeting with Head Coach/Director of Swimming and refer the matter to Disciplinary Committee convened to deal with the disciplinary action
- b) the Disciplinary Committee will review the coach’s report, and the swimmer’s report regarding the violation; the Disciplinary Committee will determine the appropriate sanction, which may include but is not limited to:
 - i. the swimmer may be suspended from the team for a specified period of time
 - ii. the swimmer may be asked to issue a public apology to the appropriate audience in both oral and written form
 - iii. the swimmer may be issued a remedial or restorative penalty
 - iv. the swimmer may be asked to make amends or restitution or perform volunteer service
 - v. the swimmer may be suspended from team travel for specified period of time
 - vi. the swimmer may be suspended from UCSC
 - vii. the swimmer may be suspended from attending upcoming meets
 - viii. the swimmer may be expelled from UCSC.

Use of Alcohol, Cannabis, and Illegal Substances

The use of alcohol, cannabis, and illegal substances will be regarded as major infractions. UCSC reserves the right to apply immediate sanctions.

Incidents of an Illegal or Criminal Nature

Incidents of illegal or criminal nature will be regarded as major infractions. The police will be notified if appropriate. UCSC reserves the right to apply immediate sanctions.

Agreement

The swimmer and the parents will agree to abide by the rules of conduct and sanctions listed above.

Swimmer Signature

Date

Parent Signature

Date