



Employee Code of Conduct

This code of conduct applies to all PSC employees and is primarily written to establish common expectations for the coaching staff. Use this as a guide to promote a positive team environment and good sportsmanship.

Code of Conduct Expectations:

- At all times, adhere to USA Swimming's rules and code of conduct.
- Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- Always maintain a professional separation between your coaching role and the athlete.
- Coach in a positive manner. Never use derogatory comments or abusive language.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Set a good example of respect and sportsmanship for participants and fans to follow.
- Act and dress with professionalism and dignity in a manner suitable to the coaching profession.
- Respect officials and their judgment.
- Abide by the rules of the event.
- Treat opposing coaches, participants, and spectators with dignity and respect.
- Instruct participants in sportsmanship, and demand that they also display good sportsmanship.
- Win with humility and lose with dignity.
- Continue to seek and maintain your own professional development in all areas related to coaching and teaching children.

Any complaints of a PSC employee violating this code of conduct, or behaving in any inappropriate manner, should immediately be brought to the attention of your supervisor, the CEO and/or the club's Board Chair.