



Grande Prairie Piranhas Swim Club
POLICY #001
Code of Conduct and Ethics

Grande Prairie Piranhas Swim Club (GPPSC) Code of Conduct and Ethics

Purpose and Scope

The Grande Prairie Piranhas Swim Club (GPPSC) is committed to ensuring a safe, respectful, inclusive, and fair environment for all athletes, coaches, officials, volunteers, staff, parents, and spectators. This Code outlines expected standards of behavior and applies to:

- All GPPSC events, including practices, competitions, meetings, travel, and social functions,
- Any context where the actions of members may affect GPPSC's reputation or environment.
- All forms of communication, including electronic and online interactions (e.g., email, text, social media, and virtual meetings).

Definitions

Members: Athletes, coaches, officials, volunteers, staff, parents and spectators.

Harassment: Unwanted or unwelcome behavior that demeans, humiliates, or threatens an individual or group. Examples include:

- Verbal abuse, threats, offensive jokes or comments,
- Visual displays of offensive material,
- Bullying, hazing, exclusion,
- Sexual harassment, including unwelcome flirtations, advances, or assault.

Abuse: Physical, emotional, sexual, or neglectful actions that cause or risk harm. Includes:

- Physical assault,
- Emotional abuse (threats, intimidation),
- Sexual abuse or exploitation,
- Neglect of duty of care.



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Discrimination: Unfair treatment based on race, gender, religion, age, disability, sexual orientation, or any protected status.

Safe Sport: GPPSC embraces the principles of *open and observable environments* to ensure athlete safety. All participants must avoid private, unmonitored one-on-one situations.

General Standards of Conduct

All members must:

- Treat others with dignity and respect, free from harassment and discrimination,
- Demonstrate honesty, fairness, and integrity,
- Respect club property and the property of others,
- Refrain from violence, abuse, or any unsafe behavior,
- Follow GPPSC's policies, bylaws, and the spirit and rules of swimming.

Engagement and Club Citizenship

The GPPSC believes that a successful club is built on active engagement, collaboration, and shared responsibility. All members—athletes, parents, volunteers, coaches, and officials—are expected to:

- Participate proactively in meetings, events, and club activities,
- Take initiative to support the club's growth and positive culture,
- Foster an environment of inclusivity, mentorship, and teamwork,
- Step into leadership or support roles when opportunities arise,
- Promote the values of GPPSC on and off the pool deck, serving as ambassadors of the club within the broader swimming and local community.



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Volunteer Responsibilities

Volunteers are integral to the club's success. Volunteers must:

- Fulfill mandatory volunteer point requirements and strive to actively engage in additional club initiatives where possible,
- Be punctual, prepared, and reliable,
- Uphold Safe Sport standards, including open/observable conduct with athletes,
- Complete required training (e.g., officiating, Safe Sport),
- Maintain confidentiality and respect privacy,
- Avoid any real or perceived conflict of interest,
- Communicate respectfully with athletes, coaches, and fellow volunteers.

Parent/Guardian Responsibilities

Parents/guardians must:

- Encourage and support swimmers' full participation in club activities,
- Attend mandatory meetings and remain informed,
- Meet volunteer and fundraising commitments,
- Engage actively not only in required volunteer commitments but also in supporting club events, initiatives, and governance whenever possible,
- Communicate constructively with coaches and staff—never during active training or competition,
- Support a positive, respectful environment at all times.
- Comply with the full parent / guardian responsibilities and engagement policy (POLICY #004)



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Athlete Responsibilities

Athletes must:

- Commit to attending practices, meets, and team events,
- Follow directions from coaches and staff promptly,
- Wear appropriate club gear at meets and follow team appearance expectations,
- Uphold good sportsmanship, including respecting officials and competitors,
- Communicate any injuries or concerns to coaches in a timely manner.

Coaches and Staff Responsibilities

Coaches and staff are expected to:

- Prioritize athlete health and safety above all,
- Deliver age-appropriate, skill-appropriate instruction,
- Maintain professional boundaries with all athletes,
- Abstain from harassment, abuse, or misconduct of any kind,
- Report concerns of misconduct promptly to the Board or Safe Sport officer,
- Support Safe Sport principles at all times.

Board and Committee Responsibilities

Board members and committees must:

- Act in the best interest of GPPSC, avoiding conflicts of interest,
- Maintain confidentiality of sensitive club information,



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- Promote an inclusive, respectful club culture,
- Enforce the Code of Conduct consistently and fairly.

Safe Sport Commitment

GPPSC is committed to providing a safe, open, and inclusive environment for all participants. The club has adopted a separate Safe Sport Policy that outlines:

- Screening requirements (e.g., Police Information Checks),
- Guidelines for open and observable environments,
- Protection of vulnerable individuals,
- Procedures for reporting safety concerns.
- Comply with the full Safe Sport policy (POLICY #002)

Complaints and Discipline Summary (summarized from POLICY #003)

GPPSC takes violations of this Code of Conduct seriously. The club has a separate, detailed Discipline and Complaints Policy that is available online and explains:

- How to report misconduct or concerns,
- How complaints are reviewed (minor vs. major infractions),
- Possible outcomes and sanctions,
- The appeal process.

In brief:

- Complaints must be submitted in writing to the Board,
- They will be reviewed promptly, and parties will be informed of next steps,



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- Minor infractions may be resolved informally; major infractions are referred to a formal panel hearing,
- Sanctions may range from a warning to suspension or expulsion.

For full procedures and details, please consult the Discipline and Complaints Policy (POLICY #003), available on the GPPSC website.

Compliance & Implementation

All members agree to abide by this Code. Breaches may lead to disciplinary action as outlined above and may ultimately result into automatic suspension or expulsion.

Review and Updates

This Code of Conduct will be reviewed annually to ensure continued alignment with best practices in sport governance and safety.

Adopted:

Reviewed: June 2025

Next Review Due: June 2026