

Code of Conduct

The Norfolk Hammerheads Aquatic Club (NHAC) is committed to maintaining an environment of respect and accountability so that all members can develop and grow to their highest potential and maintain healthy relationships. A member is any swimmer, a swimmer's parent or guardian, a coach, official, volunteer or any other person that is reasonably associated with the Norfolk Hammerheads Aquatic Club. As a club, we adhere to the Swim Ontario Code of Conduct that can be found on the Swimming Ontario Website or by following this link: https://drive.google.com/file/d/1_gdM0uJy-QipBDIsWsCnnmnAP991oSVP/view The Norfolk Hammerhead Aquatic Club's Code of Conduct reflects the standards and expectations of our governing bodies, Swim Ontario and Swimming Canada. It can be found on our website ([NHAC Code of Conduct](#)). All members are expected to always adhere to these codes of conduct when they are acting in their role with NHAC.

Expectations of ALL Members include:

- Respect for and good sportsmanship towards teammates and competitors, parents, and volunteers
- Courtesy, respect and co-operation with coaches and officials
- Respect for the rules and appropriate conduct during meets, trips, and training sessions
- Respect for public and private property, including pool decks, change rooms, and on trips, buses or other vehicles of transportation, hotel rooms, lobbies, and other facilities

Responsibilities of the Swimmer:

- Attend practices and dryland training in accordance with the NHAC attendance policy
- Be on time for practices and meets
- Use the proper attire/equipment including official NHAC clothing at meets
- Leave pool facility promptly at the end of each practice
- Leave the pool deck and change rooms clean and in good condition with no damage to facility. Swimmers will refrain from spraying water/soap in the main change room.
- Be respectful of fellow patrons of the pool

Discipline:

A Breach of conduct will result in an evaluation by the Head Coach and/or Director of HR and Ethics (or Vice-Chair if position unfilled) depending on the incident in question. More severe breaches of conduct on the part of any member will be referred to the Board of Directors. Disciplinary action up to and including a temporary suspension, or dismissal from the Club (subject to approval by the Board of Directors) may occur.

Discipline of a swimmer is left to the discretion of the Age Group and/or Head Coach. The Coach has the authority to ask a swimmer to leave the pool and remain on deck for the duration of the practice or to dismiss the swimmer from a practice or an upcoming meet. In the event of recurring incidents, the coach may engage in a private discussion with the swimmer and their parent/guardian. As a last resort, a swimmer (or NHAC member) may be asked, after due process, to leave the Club.

If an issue is not resolved by the coach to the satisfaction of all individuals involved, the issue may be referred to the Director of HR/Ethics (or Vice Chair) for further consideration. In the case of swimmer discipline, the order of authority is Head Coach -> Director of HR/Ethics or President -> Board of Directors. Termination will require an Executive vote and it may be necessary to involve third party advice. Safety must always take precedence.

We have read the Code and understand fully our rights and responsibilities as a member of the Norfolk Hammerheads Aquatic Club.