



## Front Range Barracudas – Board Member & Coach Code of Conduct

The Front Range Barracuda Swim Club ("FRBSC") is a not-for-profit 501(c)(3) parent board-run organization. All decisions made by the Board of Directors and the Head Coach must support and uphold the mission of the team. The Board is responsible for setting the overall direction and policies of the Club, ensuring that decisions are consistent with FRBSC's mission and values. The Head Coach manages daily operations and coaching responsibilities, and the Board's role does not overlap or interfere with those duties.

The purpose of this Code of Conduct is to promote a positive, ethical, and collaborative environment that supports the development of all swimmers and the integrity of the Club.

### Expectations for Board Members and Coaches

Board Members and Coaches agree to:

- Read and understand the FRBSC bylaws, team policies, organizational structure, and Board responsibilities.
- Uphold this Code of Conduct and model respectful, professional behavior at all times.
- Maintain the financial stability and long-term viability of the Club.
- Provide fair, objective, and effective oversight of FRBSC operations without personal bias.
- Respect and protect the confidentiality of sensitive information related to swimmers, families, donors, Board members, staff, and Club operations.
- Act ethically and responsibly, always in the best interest of the Front Range Barracuda Swim Club, its members, and its reputation.
- Treat all individuals—swimmers, families, volunteers, officials, coaches, and fellow Board members—with fairness, respect, and professionalism.
- Support inclusive and equitable practices that welcome and value all athletes, consistent with the Club's mission.
- Participate in Board training, education, and development opportunities where necessary.
- Attend meetings prepared, having completed all relevant reading, training, and review of agenda materials.
- Refrain from actions or conversations (even rumors) that could bring the sport of swimming, Front Range Barracudas, teammates, or USA Swimming into disrepute.
- Affirm that members have never been convicted of crimes involving sexual misconduct, child abuse, violations of laws protecting minors, or similar offenses; and affirm that they have not engaged in conduct that could bring disrepute to the Club or the sport.
- Disclose any financial or personal interest in matters before the Board and recuse themselves from related discussion, influence, and voting.

- Understand that decisions involving conflicts of interest must be approved only by a majority of disinterested Board members, with disclosures and decisions documented in the meeting minutes.

By serving as a Board Member or Coach for the Front Range Barracuda Swim Club, I agree to uphold the expectations and responsibilities outlined in this Code of Conduct. I understand that maintaining a positive, ethical, and supportive environment is essential to the success of the Club and the well-being of its athletes.

X \_\_\_\_\_

*Board Member or Coach Signature*

*Date*

Printed Name: \_\_\_\_\_