

HORNET SWIM CLUB CONDUCT POLICY

What does it mean to be a Hornet?

Hard-working
Open to improvement
Respectful
Nice to all
Encouraging
Teammate



Our team has a long-standing reputation for developing swimmers who display strong character, sportsmanship, and leadership in their schools and communities. We all want the same things for our swimmers: success both in and out of the pool, and conduct that reflects the hard work and commitment of our swimmers, parents, and coaches. Being part of the Hornet Swim Club is both an honor, and a privilege, and we hope that all our member families take pride in being part of such an outstanding club.

Clubs such as ours include a wide breadth of ages and abilities. We have swimmers who are only 5 years old, and swimmers who will soon be graduating high school. We even have swimmers that come back to train with us when home from college. Many of our swimmers grow-up in our club, and our club as whole is facing the same “parenting” challenges that our member families face at home and in school. We try to remain abreast of the dynamics of all our social groups – whether 7/8 year-old, tweens, or even teenagers. As all parents know, this isn’t always an easy task.

We’d like to use this opportunity to share USA Swimming’s new policies on Social Media and Bullying, as well refresh everyone on our own Code of Conduct. We hold our Hornets to a high standard, and want to maintain our reputation as having the best swimmers – both in and OUT of the pool. Much of this starts at home and can be reinforced by our parents when the swimmers aren’t in the pool.

For Swimmers:

At Practices:

- **Show Respect** – both to the coaches and your fellow swimmers. When the coaches are talking, listen to instructions and follow them. We have the most dedicated coaches around, and they want for you to get better! They want you to succeed and will coach you to get there. Give them that opportunity and show respect when they speak. Take their technique instruction to heart and try what is being suggested. Remember that your teammates are there to improve and get faster. Respect that the other kids in your lane are there to practice.
- **Listen closely** to practice set instructions. It is very disruptive to the entire group when instructions need to be repeated because one or two swimmers weren't listening.
- **Know the right time to be social.** Get to know your teammates and have fun, but make sure it's the appropriate time – in the locker room, during water breaks, etc.
- **Be a good guest** at our rented facilities: Clean-up in the locker rooms. Don't toss caps of water, spew shampoo all over the locker room, etc. Remember pool rentals are very difficult to come by and we cannot afford to have our leases terminated by being poor guests.
- **Set appropriate goals.** Goals should be focused on achieving a time standard, not on beating a fellow teammate.

At Meets:

- **Clean-up after yourself.** Don't leave food, wrappers, clothes, etc. strewn all over the pool deck in our team area. Show that the Hornets are responsible and great teams to have at meets!
- **Make sure you talk to your coaches after your event.** Don't talk with your parents or friends first.
- **Show good sportsmanship.** When your race is done, tell the swimmers in the lanes next to you, "Good race!" Hornets always display good sportsmanship!
- **Be a good teammate.** Cheer for your fellow Hornets. Tell them when they had a great race. Offer positive encouragement when a race didn't go well. Swimming is filled with individual events, but we are all a team!

For Parents:

Parents, remember behaviors are “caught” and not “taught.” Our kids observe and model our own behavior more than anything we tell them to do.

DO....

- Speak positively at home, both about fellow teammates as well as coaches.
- Encourage good sportsmanship.
- Encourage responsibility and accountability at home. It translates to the pool as well.
- Ask your swimmer what his/her goals are for the season.
- Focus on effort and improving times, not “winning” or beating someone else.
- Encourage respect and cleaning up after one’s self at home.
- Offer positive words & encouragement after meets.
- Encourage your swimmer to have FUN!
- Take the [“Are you a winning parent”](#) assessment.

DON’T...

- Offer money or expensive incentives for achievements. The satisfaction of reaching a goal should be what motivates your swimmer; not a new iPod.
- Call down to your kids during practice or act as an assistant coach in the pool balcony. The coaches will let you know if they need your help.
- Question the coaches on entries, practice sets, etc. We hire quality coaches with lots of great swim experience. Let the coaches make the coaching decisions.
- Don’t offer a critique of your swimmer’s race.; the swimmers will receive race feedback from their coaches.

As a reminder....

Parents are not allowed on the pool deck (even before practices) due to safety & insurance regulations. Coaches will ask you to clear the deck . Parents at the Downers high schools must remain seated on the bleachers during practices.

Bullying in Sports:

Bullying can occur at any age, in both girls and boys. Bullying can take many shapes and forms. Bullying can be direct confrontation with the victim, or it can be passive – talking negatively about the victim to other teammates, excluding someone, etc. It can occur in physical locations such as in the pool, in the locker room or at a swim meet. It can also take the form of Cyber-Bullying and occur via email, text messages, websites, Facebook, Instagram or other social media applications.

Bullying or Cyber-Bullying by any member of the Hornet Swim Club, regardless of when or where it happens, is strictly prohibited. Our club has a zero-tolerance policy for bullying, and disciplinary action will be taken, up to and including, expulsion from the team.

Here are just a few examples of unacceptable bullying behavior within our club:

- Negatively commenting on a teammate's body (i.e. calling someone "fat").
 - Telling a teammate nobody likes him/her
 - Telling a teammate that he/she is a bad swimmer or disparaging them for not making a "cut".
 - Telling others that your goal is to beat another teammate, knock them off a relay team, etc.
 - Excluding a teammate or embarrassing/humiliating a teammate in front of others.
 - Sending threatening or insulting emails, text messages or voicemails.
 - Sending private or inappropriate messages, photos or videos.
 - Spreading rumors by posting messages on social networking sites or applications.
 - Using a false email account or masked phone number or pretending to be someone else to send abusive or harassing messages.
- Having a message sent to another swimmer by someone else on your behalf is still considered bullying.

All swimmers should remember the Hornet's golden rule, and treat their teammates like they would like to be treated. A good rule of thumb is to ask yourself – "How would my parents and my coach feel about my behavior? Would they be proud?"

Here are some things you can do if you are being bullied or witness another person being bullied:

- Do not respond to the bully's requests or remarks and let the bully know that you would like the behavior to stop.
- Let an adult (coach/parent) know about the situation.
- If the bullying is cyber-bullying, do not reply to the messages and keep a record that can be shared with an adult (coach/parent).
- If you receive an inappropriate image or text about someone else, do not forward it. You could be assisting a bully or breaking the law.
- You are responsible for messages sent from your devices/accounts. Be sure not to share your passwords with friends.

Resources to deal with Bullying:

[How Parents Can Address Bullying in Sports](#)

[Spotting Bullying in your Child's Life](#)

[Risk Factors for Becoming a Bully](#)

[Bullying at School and Online](#)

USA Swimming's Social Media Policy:

- ✓ Coaches may not be "friends" with any athletes on Facebook, Twitter, or any Social Media Site.
- ✓ Any athlete/coach emails must cc: a board member or second coach & refer to team business only.

HOSC Conduct Policy

Hornet swimmers, parents, siblings and all those associated in any way with the team are expected to represent themselves and the team with good sportsmanship in a positive and appropriate manner at all times and places related to, or which will reflect upon, the Hornet Swim Club. It is especially important at Hinsdale South High School where we have the privilege of being regular guests. This responsibility includes not only time in the pool area – but all places and times – including the locker room, balcony, hallway, entry way and so on. The reckless actions of even a single individual could jeopardize the team's access to the facility.

Within the pool or pool area, safety is of the highest importance.

Swimmers are to be respectful of their coaches, other swimmers, and all those with whom they interact, including officials, parents, custodians, volunteers, as well as restaurant and hotel staff.

Swimmers are not to interfere with the ability of others to perform their workout. Bullying in the locker room, pool or anywhere whatsoever is strictly prohibited. The use of profanity is inappropriate in all situations.

As a team we are frequently guests of others and should show our hosts, fellow guests and facilities our best side and represent the Hornet Swim Club to the best of our abilities. Some of the situations where we are guests include: Alternate practice sites, Away swim meets, Restaurants and banquet halls, Parades, Overnight accommodations, etc.

Experienced swimmers in particular should be mindful of their position as role models for younger swimmers.

Disciplinary Procedures:

When a disciplinary issue occurs in practice, the response will be as follows:

1. Swimmer will be given a verbal warning.
2. At the second disruption, swimmer will sit out for 10 minutes.
3. At the third disruption, swimmer will sit out the remainder of practice & will not be allowed to return to subsequent practices until the parents have met with the coaches.

Parents will be notified by email when a swimmer was asked to sit out for a portion of practice. If conduct issues continue to persist after meeting with the parents/coach, the swimmer may be expelled from the team.

In conduct/bullying situations occurring outside of practice, disciplinary responses may include but are not limited to: Discussion with athlete and/or parent or custodian, Verbal Warning, Written Warning; Cleaning up messes caused by member; Financial restitution for damage or for fines levied; Fines (a fine may be imposed, for example, when a mess is left for the janitorial staff), Suspension of certain facility use (i.e. locker room), Suspension from practice, meets or the team, Expulsion from team.

Not every situation can be imagined in advance or listed in a policy. The team reserves the right to address all forms of inappropriate behavior related to ***or reflecting upon*** the Hornet Swim Club.