

# **Code of Ethics for New England Swimming, Inc.**

New England Swimming, Inc. has adopted portions of the USA Swimming model code and further developed this Code of Ethics for all persons affiliated with the New England Swimming LSC. It is expected that Coaches, Parents and/or Guardians, Athletes, Officials, Club Teams and other spectators (hereinafter "swimming community") will behave in an appropriate sportsmanlike manner at all times and follow all New England Swimming Rules and Policies, including but not limited to this Code of Ethics. The swimming community shall follow the intent, as well as the letter of this code of ethics contained herein below. All acts of unsportsmanlike, or unsafe conduct or behavior, will be considered as a breach of the ethical standards set forth herein.

The New England Swimming, Inc. Code of Ethics are intended to elicit ethical standards that rise above and beyond the standards established and regulated by the US Center for Safe Sport and USA Swimming, Inc. It is expected of Athletes, Coaches, Parents and/or Guardians, Officials and the swimming community as follows:

- At all times, adhere to USA Swimming's rules and code of conduct.
- Coaches, swimmers, officials, parents and-other spectators will behave in an appropriate sportsmanlike manner at all times and follow all New England Swimming rules, by-laws, regulations and policies;
- The swimming community will follow the intent as well as the letter of the rules;
- Acts of unsporting, or unsafe conduct or behavior, will be considered a breach of ethical standards;
- Coaches, parents, swimmers and officials will know and adhere to pool and meet safety requirements;

Furthermore, it is expected that:

## **SWIMMERS WILL:**

- Not interfere with another swimmer's training, warm-up or race;
- Respect each other's ability and dignity;
- Be respectful to coaches, officials and other meet/team personnel;
- Give an honest effort in all competitions;

## **COACHES WILL:**

- Strive to set examples of the highest ethical and moral conduct
- Take an active role in the prevention of drug, alcohol and tobacco abuse
- Be acquainted with the rules and will not try to gain an advantage by circumvention of the spirit/letter of the rules
- Not directly or indirectly recruit another team's swimmers unless the coach is first

approached by the swimmer or his/her family (an open tryout time is permitted). If a swimmer (or parent) contacts a coach about changing teams, the swimmer should be encouraged to discuss the situation with his/her parents and their current coach;

- Keep membership and certifications current (including all assistant coaches);
- Not offend others by their actions, language or dress;
- be accurate and honest in registrations, meet entries, and in adhering to warm-up procedures;

**OFFICIALS WILL:**

- Be knowledgeable about the rules and keep current on any changes;
- Be fair and unbiased in their application of the rules;
- Set an example to the swimmers and coaches by their demeanor;
- Dress appropriately;
- Realize that they are at meets to benefit the swimmers and act accordingly;
- Keep membership current;

**CLUBS WILL:**

- Not interfere in the internal organization/ affairs of other clubs;
- Encourage coaches to remain until the end of a season, unless dismissal is warranted by a breach of a contract or the ethics code;
- Treat their coaches and swimmers with respect;
- Discharge their administrative obligations to New England Swimming and other clubs in a timely fashion;

**ADDITIONAL RULES:**

- Theft, vandalism, unsportsmanlike conduct or any other breach of this ethics code by competitors or non-competitors at the swimming venue will not be tolerated.
- Individuals or groups whose behavior is distracting to the competition will, at the discretion of a meet committee, be asked to leave a facility.
- If any individual or group displays unsportsmanlike behavior repeatedly at and USA Swimming/New England Swimming, Inc. sanctioned or approved events, may be subject to disciplinary action.
- Respect the integrity and protect the welfare of all persons in the swimming community.
- Pledge to safeguard information about the swimming community that has been learned or obtained during the coaching relationship, supervisory roles, boards and committee of New England Swimming, including performance reviews, statistics and all personal confidences.

**REPORTING AND IMPORTANT LINKS:**

- Athletes, Coaches, Parents and/or Guardians, Officials, Clubs and the swimming community understand the above code of ethics and the expectations derived therefrom. Members of the swimming community within New England Swimming and/or participation in New England Swimming, Inc. events are governed by these standards.

Failure to adhere to the New England Swimming, Inc. Code of Ethics may result in disciplinary action.

The New England Swimming, Inc. Code of Ethics is intended to elicit ethical standards that rise above and beyond the standards established and regulated by the U.S. Center for SafeSport and USA Swimming, Inc.

The New England Swimming, Inc. Administrative Review Board does not have jurisdiction to hear matters that lie within the purview of the U.S. Center for SafeSport and USA Swimming as set forth below. Information as to how to report, where to report, and links to report can be found on the USA Swimming page as follows:

Link for reporting to USA Swimming reporting page:

<https://www.usaswimming.org/safe-sport/report-a-concern>

Jurisdiction over matters that relate to sexual misconduct, sexual harassment or sexually explicit or inappropriate communications, along with physical or emotional misconduct or violations of the Minor Athlete Abuse Prevention Policy (MAAP) lies with the U.S. Center for SafeSport.

Link to report to U.S. Center for SafeSport:

<https://safesport.i-sight.com/portal>

Link to the U.S. Center for SafeSport:

<https://uscenterforsafesport.org/>

Matters dealing with criminal charges, physical or emotional misconduct, USA Swimming Code of Conduct violations, or Violations of USA Swimming Safe Sport Policies including USA Swimming's Minor Athlete Abuse Prevention Policy (MAAP) can be reported to USA Swimming.

Link to USA Swimming Safe Sport Concerns:

<https://fs22.formsite.com/usaswimming/form10/index.html>

For issues dealing with peer to peer bullying, adult-to-athlete bullying, parent issues or parent complaints, violations of team rules and team codes of conduct, or violations of a team's policies including the team's Minor Athlete Abuse Prevention Policy (MAAP) complaints should be reported to the particular team through correspondence to head coaches and/or a club's board of directors and directly with the club team.

Link to sample letter of correspondence to a club team:

<https://www.usaswimming.org/docs/default-source/safe-sportdocuments/reporting/draft-e-mail-for-club-concern.docx>

Link to USA Swimming National Board of Review Procedures:

<https://www.usaswimming.org/docs/default-source/safe-sportdocuments/reporting/usa-swimming-national-board-of-review-procedures.pdf>

Link to USA Swimming Non-Safe Sport Concern:

<https://fs22.formsite.com/usaswimming/ViolationReportingForm/index.html>

Link for the USA Swimming Code of Conduct (Article 304):

[https://www.usaswimming.org/docs/default-source/governance/governance-lsc-website/rules\\_policies/2022-code-of-conduct.pdf](https://www.usaswimming.org/docs/default-source/governance/governance-lsc-website/rules_policies/2022-code-of-conduct.pdf)

#### **NEW ENGLAND SWIMMING ADMINISTRATIVE REVIEW BOARD:**

- New England Swimming has established an Administrative Review Board to hear complaints and appeals regarding administrative matters within the LSC that do not rise to the level of USA Swimming Code of Conduct violations, Safe Sport matters, and are not appeals of sanction decisions.
- The New England Swimming Administrative Review Board has no jurisdiction to hear complaints regarding conduct that may violate the USA Swimming Code of Conduct or otherwise violate the policies, procedures, rules and regulations adopted by USA Swimming, or conduct that may bring USA Swimming, New England Swimming or the sport of swimming into disrepute.
- Complaints regarding the New England Swimming Code of Ethics that are not in the jurisdiction of the U.S. Center for SafeSport, USA Swimming or a club team's rules and regulations, may be directed to the New England Swimming Administrative Review Board for determination.

Link to the New England Swimming Administrative Review Board:

[https://form.jotform.com/73167119984972?\\_ga=2.88780379.1561349871.1636884346-1641785483.1621043201](https://form.jotform.com/73167119984972?_ga=2.88780379.1561349871.1636884346-1641785483.1621043201)