

Emmaus Aquatic Club

Codes of Conduct



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The **Emmaus Aquatic Club** (“EMAC,” the “Club”) is a USA Swimming (“USAS”) Club which is proud of our history, reputation, and mission. We set high standards and expect excellent behavior from all people involved in all aspects of our organization. At every level of sport, we commit that the principles of fairness, respect, responsibility and safety should be maintained.

EMAC is, at all levels, committed to upholding the principles of:

Fairness

Operating within the spirit of the rules, never taking an unfair advantage, and making informed and honorable decisions

Respect

Recognizing the contribution that people make to sport, treating them with dignity and consideration, and caring for the property and equipment they use.

Responsibility

Taking responsibility for one’s actions, being a positive role model at all times, and expecting others to do the same.

Safety

Encouraging healthy and safe procedures, preventing and reporting dangerous behavior, and demonstrating concern for others.

GENERAL CODE OF CONDUCT

EMAC promotes the following Code of Conduct to all people involved in any way with our Club. These Codes of Conduct highlight the principles and values of EMAC and are the core principles of member welfare and child welfare policies.

As a person involved in any way with the sport of swimming, the following standard of behavior is expected:

- Be aware of USAS’s standards, rules and policies.
- Operate within the rules and spirit of the sport, including the national and international guidelines that govern USAS.
- Provide a safe environment for the conduct of activities in accordance with any relevant USAS policy.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.
- Support the values of Fairness, Respect, Responsibility, and Safety.
- Be ethical, considerate, fair and honest in all dealings with other people and organizations.
- Be professional and accept responsibility for your actions.

- Do not tolerate any form of abuse, harassment, or discrimination.
- Be a positive role model for other athletes, coaches, board members and/or parents.
- Recognize that being a member of EMAC is a privilege. It is not a right. As such, that privilege can and will be regulated by our Staff, BoD, and Codes of Conduct.

PARENT CODE OF CONDUCT

As a parent, you have a vested interest in the success of your athlete and our Club. The following Code of Conduct has been created to establish acceptable and healthy parent behavior that will foster Club growth and success.

- Abide by the General Code of Conduct
- Embrace the merits of life lessons, long-term development, and quality-based swimming as more important than times achieved.
 - Keep performance expectations proportionate to athlete ability, commitment, state of health, state of mind, and work ethic.
- Fulfill your family's Volunteer Responsibility in accordance with the EMAC Financial/Volunteer Responsibilities.
- Encourage your child to participate in sport for their individual enjoyment, personal satisfaction, and improvement.
- Trust and support the coaches' decisions regarding goal setting, group placement, training commitments, meet entries, and meets scheduled.
- Do not coach or instruct the team or any athlete at a practice or meets.
 - Realize that by offering athletes advice about their swimming and/or other training, you are likely to undermine the efforts of the coaching staff and/or confuse the athlete, making it more difficult for that athlete to realize success.
- During practice refrain from:
 - Attempting to gain the attention of your child. Doing so is disruptive to the group.
 - Attempting to gain the attention of a coach except in the case of an emergency. Doing so is disruptive to the group and takes the coach's attention away from the athletes.
 - Using video recording devices. You have the right to record your child's image. However, you do not have the right to record another child's image.
- Empower your athlete to take responsibility for their short-term and long-term preparation, development, and performance, encouraging them to abide by the rules and accept judgements made by officials and coaches.
- Be an example to your child and others, showing appreciation and respect for all people involved in sport.
- Do not engage in intimidation, coercion, and/or threatening behaviors while EMAC is investigating complaints that may involve your or your child's behavior.
- Avoid any behavior that brings discredit, disrepute, or disruption to our athletes, coaches, and Club.
- Discuss concerns or take suggestions to a member of the coaching staff, parent liaison or to the Board of Directors.
 - If your concerns warrant a meeting, communicate with the coach, liaison, or member of the BoD to set up a meeting. Do not surprise anyone with an impromptu meeting.

ATHLETE CODE OF CONDUCT

EMAC athletes believe in teamwork, integrity, respect and good sportsmanship and agree to abide by the following Code of Conduct.

- Abide by the General Code of Conduct.
- Remember that at practice, during swim meets, team activities and in public athletes represent EMAC.
 - They should do so with excellence, respect, team spirit, good sportsmanship, and politeness.
- Follow directions and show respect, common courtesy and good sportsmanship to the team members, coaches, staff, competitors, officials, parents and for all facilities and other property used during practices, competitions and team activities.
 - Disrespect or failure to obey instructions will not be tolerated from any athlete.
 - Dishonesty, theft, and/or vandalism will not be tolerated.
- Give your best effort, always, working equally hard for yourself and your team.
- Respect each other.
 - Fighting, bullying, unwelcome touching or striking another athlete are not acceptable behaviors.
- Control your temper.
 - Verbal or physical abuse is not acceptable.
- Cooperate with coaches, teammates, opponents, management, event staff and officials. Be coachable.
- Do not consume any substance banned by USAS including but not limited to alcohol, tobacco, and/or illegal drugs.

COACH CODES OF CONDUCT

EMAC coaches believe that every athlete has potential and that every athlete deserves excellent coaching. In order to establish an environment in which coaches and athletes excel, EMAC coaches agree to abide by the following Coach Code of Conduct.

- Abide by the General Code of Conduct.
- Be responsible for matters concerning the coaching, training, and development of members.
- Help each person (athlete, volunteer, co-coach, parent) reach their potential.
- Respect the talent, developmental stage and goals of each person, and compliment and encourage with positive support and feedback.
- Maintain a service-oriented mindset in all interactions with athletes and parents.
- Maintain the required standard of accreditation with USAS, Middle Atlantic Swimming and/or East Penn School District.
- Have a sound working knowledge of USAS policies, rules, and guidelines.
- Ensure that any physical contact with athletes and co-workers is appropriate to the situation and necessary for the person's skill development.

VOLUNTEERS – INCLUDING BoD MEMBERS

No youth organization can thrive without volunteerism from its members. In support of the mission, goals, and athletes of EMAC, our volunteers agree to abide by the following Volunteer Code of Conduct:

- Abide by the General Code of Conduct.
- Abide by the Parent Code of Conduct.
- Maintain the required standard of accreditation.
 - Have a sound working knowledge of USAS and EMAC policies regarding your position.
 - Keep up-to-date with the latest rules, regulations, policies and guidelines relevant to your position.
- Volunteer with the intention of helping athletes and our Club.

- Avoid using your service to accomplish an agenda or using your service to manipulate the Club.
- Avoid using your service to talk or interact with your athlete while at competition.
- Place the safety and welfare of the participants above all else.

VIOLATIONS- FAILURE TO UPHOLD THE CODES OF CONDUCT

All athletes, coaches, parents, volunteers, and BoD members are expected to abide by the EMAC Codes of Conduct.

Athletes, coaches, parents, volunteers, and BoD who violate the EMAC Codes of Conduct subject themselves to consequences. The penalties may include, but are not limited to:

- Verbal warning
- Ban from EMAC events, including practices and meets
- Additional accompaniment required to attend EMAC events
- Suspension of locker room privileges
- Probation
- Written EMAC Disciplinary Warning and subsequent Behavior Modification Plan
- Termination of individual/family Membership/employment/service

REPORTING A VIOLATION

In many cases, EMAC relies on member reporting to be made aware of issues. We want our membership to a) feel encouraged to report violations and b) know how to report violations so that we have the knowledge and ability to take corrective measures.

Codes Of Conduct Violation

If a member wants to report a violation of the Codes of Conduct, he/she should email the CEO, President and Vice President of the Club to make them aware.

Bullying

If a member wants to report bullying, please review the EMAC Anti-Bullying Policy and Action Plan (emacswim.org > POLICIES > ANTI-BULLY) and alert the CEO, President and Vice President of the Club.