Updated Policies and Procedures November 2020

### 206 - Code of Conduct

### Discrimination in violation of the Amateur Sports Act which requires that USA Swimming must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of swimming. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited (USA Swimming 304.3).

### The USA Swimming Travel Policy and Code of Conduct applies to all Maine Swimming athletes, coaches, managers, chaperones and officials that participate and represent Maine Swimming in the Eastern Zone Championships, any other All Star meets in which Maine Swimming enters teams, and Maine Swimming sponsored camps or workshops or any other USA-S sponsored event. All persons participating in such activities as members or staff of Maine Swimming are required to sign the Code of Conduct as a prerequisite for participation.

### All cases concerning alleged violations of established Maine Swimming and USA Swimming rules and regulations will be referred to the Board of Directors of Maine Swimming.

Transgender Athlete Policy:

A minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete’s birth certificate or other records and regardless of whether the athlete has undergone any medical procedure. This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men’s events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women’s events.

RECOMMENDED PRACTICES FOR CLUBS AND MEETS

* + - 1. When a current minor member athlete transitions and wishes to compete in his/her/their gender identity, the athlete or his/her/their designee should request a change of the athlete’s gender in SWIMS by contacting Diversity & Inclusion staff at USA Swimming at inclusion@usaswimming.org. Once this process is completed, the athlete will be able to be entered and compete in events that match his/her/their gender identity.
			2. At all times, teammates, coaches, and all others should respect the confidentiality of an athlete. Discussion or disclosure of an individual’s gender identity should only take place after expressed permission is given by the individual or the individual’s parent or another designee.
			3. In all cases, teammates, coaches, and all others should refer to an athlete by the name and pronoun they go by.
			4. An athlete should be able to use the locker rooms, changing facility, and restroom that is consistent with his/her/their gender identity. When requested and/or where available, an athlete should be provided access to a gender‐neutral bathroom or changing facility (i.e., family restroom, gender neutral bathroom).
			5. When overnight travel is involved, an athlete should be assigned to share a hotel room based on his/her/their gender identity. An athlete who requests extra privacy should be accommodated whenever possible.
			6. An athlete should be permitted to dress consistently with his/her/their gender identity, including warm‐ups and team gear.
			7. Per USA Swimming’s Rule Book in article 102.8.1 B “In swimming competitions, the swimmer must wear only one swimsuit in one or two pieces, except as provided in 205.10.1. All swimsuits shall be made from textile materials. For men, the swimsuit shall not extend above the navel nor below the knees, and for women, shall not cover the neck, extend past the shoulder, nor extend below the knee” Any athlete requesting a deviation from this policy must submit a swimsuit waiver to the Chair of Rules and Regulations Committee.. No exemption to the swimsuit rule will be made that gives a swimmer a competitive advantage (i.e. tech suits). It is important for all members to be aware of relevant state laws with regards to appropriate coverage.
			8. Meet Directors and Club Leadership should identify and publicize available gender-neutral bathroom and changing room options at the host facility for meets and practice. Where possible, include information about availability and location of gender-neutral facilities in meet information and on the club’s website.
			9. Meet Directors and Club Leadership should be aware of and abide by the relevant state and local laws and the rules of the host facility for meets and practice.
			10. Clubs should provide training to their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. In the event that a question should arise about whether an athlete’s request to participate in a manner consistent with his/her/their gender identity is bona fide, USA Swimming will refer to the Code of Conduct and follow its standard procedures of enforcement.