



NPAC Coaches Code of Conduct

As a swim coach, I am committed to upholding the highest standards of professionalism, integrity, and ethical conduct. I understand that my role has a significant impact on the development and well-being of athletes, and I pledge to adhere to the following code of conduct:

Athlete Well-Being

I will prioritize the physical, mental, and emotional well-being of my athletes always.

I will promote a safe and inclusive environment that fosters growth, respect, and positive relationships among athletes.

I am dedicated to prioritizing the safety of athletes in the water and fostering an environment free from distractions by refraining from using electronic devices while on deck.

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Professionalism

I will maintain a professional demeanor and appearance when interacting with athletes, parents, colleagues, and officials.

I will be punctual and prepared for all practices, meets, and meetings.

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Ethical Coaching

I will adhere to fair coaching practices, treating all athletes with equity and respect, regardless of their ability level.

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Communication

I will maintain open and transparent communication with athletes, parents, and other stakeholders, providing timely and constructive feedback.

I will actively listen to the concerns and feedback of athletes and parents and address them in a respectful manner.

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Conflict Resolution

I will handle conflicts and disputes with professionalism and discretion, seeking resolution in a manner that best serves the athletes and the team.

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Respect for Others

I will treat all individuals with respect, regardless of their race, gender, age, sexual orientation, religion, or background.

I will refrain from engaging in any form of discrimination, harassment, or abusive behavior.

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Personal Boundaries:

I will maintain appropriate personal boundaries with athletes, avoiding any situations that could be misconstrued as inappropriate or compromising.

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Continuous Learning:

I will commit to ongoing professional development to enhance my coaching skills, knowledge, and understanding of the sport.

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Sportsmanship:

I will lead by example, demonstrating great sportsmanship, fair play, and integrity in all interactions with athletes and other coaches.

Respect officials and their judgment and abide by the rules of the event.

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Compliance:

I will adhere to USA Swimming's rules and code of conduct.

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Instances of a coach violating this code of conduct will be reported to the NPAC board members for review and action.

Should a violation occur, the following steps will be taken:

1. **First Violation:** The NPAC board will issue a written warning to the coach.
2. **Second Violation:** Following a meeting with the board, a second write-up will be issued to the coach, which will also incorporate a performance improvement plan.
3. **Third Violation:** In the event of a third violation, a 15-day suspension will be imposed, in addition to a written warning.
4. **Fourth Violation:** If a fourth violation takes place, the matter will be presented to the board for thorough consideration, which may result in immediate termination.

I understand that failure to uphold this code of conduct may lead to disciplinary measures, including potential termination of my coaching role. My commitment to adhering to these guidelines is aimed at fostering a positive environment for athletes' growth and the advancement of the swimming sport.

Employee Signature

Date

Print Name

Employer (NPAC) Signature

Date

Print Name/Title