



Coaches' Code of Conduct

The purpose of this code of conduct for coaches is to establish clear and common expectations for all members of the coaching staff of the club. It serves as a guide to promote a positive team environment and always uphold good sportsmanship.

General Expectations

Coaches are expected to:

- At all times, adhere to USA Swimming's rules and code of conduct.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Always place the well-being, health, and safety of athletes above all other considerations, including competitive performance.
- Maintain a professional separation between coach and athlete at all times.
- Continue to seek and maintain professional development in all areas related to coaching and working with children.
- Foster a team culture that is respectful, supportive, and inclusive of all athletes regardless of gender, race, sexual orientation, or background.

Zero Tolerance Policy

Coaches must refrain from exhibiting any behavior that is:

- Sexist
- Racist
- Homophobic
- Abusive or otherwise inappropriate

Violations of this nature will result in disciplinary actions, which may include suspension or termination, as determined by the club's leadership.

Accountability

Any complaints regarding violations of this Code of Conduct will be brought to the attention of:

- The coach's immediate supervisor
and/or
- The club's Board of Directors

Appropriate measures will be taken to investigate and resolve all reported concerns.