



Appendix C

Coaches Code of Conduct

As a coach, you will soon realize the importance of your role in a young swimmer's life. Your words and your actions need to have a positive impact. Coaching is a privilege and with it comes responsibility. Coaches set the culture of the team and are responsible for maintaining the culture and conduct of their swimmers, parents or guardians, as well as other coaches in the team environment.

The purpose of this code of conduct for coaches is to establish common expectations for all coaching staff of the EGRA Swim Club. As a coach with EGRA, I agree to the following:

- I will treat all coaches, swimmers, officials, and fans with fairly, impartially, and sensitively with respect regardless of age, race, creed, gender, or abilities, and I expect to be treated accordingly. Coaches who exhibit sexist, racist, homophobic, or otherwise inappropriate behavior will be faced with consequences.
- I will not engage in any kind of unsportsmanlike behavior with any official, opposing coach, swimmer, team representative, parent/guardian or spectator such as arguing, taunting, refusing to shake hands, excessive yelling, belittling or using profane language or gestures. I will encourage my swimmers, parents, and other coaches and team representatives to also engage in good sportsmanship.
- I will coach in a positive manner and refrain from foul language, derogatory comments, and behavior deemed dishonest, offensive, or illegal.
- I understand that social media is "Forever." Homophobic, misogynistic, racist, or otherwise insensitive material found on my social media may be used against me by parents and colleagues, and as such, may result in consequences from the EGRA organization.
- I understand that I am a role model for my swimmers. I will hold myself to a higher standard so that the program can continue to grow under a successful and welcoming culture. If I see something not in line with the club values outlined in this document, I will report it to a coach, parent, or board member.
- I will always place the well-being, health, and safety of swimmers above all other considerations, including performance. I will use techniques and a coaching style that is appropriate for the skill level and age range that I work with, and will do my best to organize practices that are fun and challenging for all the swimmers in my group.
- I will continue to seek and maintain my own professional development in all areas in relation to coaching swimming and teaching children.
- I will always maintain a professional separation between coach, athlete and parent of athlete.
- At all times, I will adhere to USA Swimming's rules and code of conduct as well as all rules and guidelines set forth in the EGRA Team Handbook. I will be knowledgeable in these rules and procedures so that I can communicate and teach these rules to the swimmers I work with.

I understand that my affiliation with the team extends beyond the pool and I understand that I am a representation of the entire EGRA Waves organization. I realize that I should conduct myself within the values held by the organization to the best of my ability including displaying good sportsmanship, kindness, and politeness.

Coaches Name (print) _____

Coaches Signature _____ Date _____