



## Parents & Members Code of Conduct

This Code of Conduct ensures that everyone's involvement with BAC is a positive experience and that our members are representing BAC in the proper way. It is absolutely essential that you give our coaching staff and volunteers the respect and authority they deserve to run our swim team. Our coaches are hired for that purpose and our volunteers are donating their time to help our club. Your signature below indicates that you have read and understand all of the information provided along with what is expected from you as a member of the Billings Aquatic Club

### **BAC as an organization expects the following behavior:**

- Parents & Members will refrain from foul language.
- Parents & Members will refrain from violence.
- Parents & Members will refrain from bullying behaviors.
- Parents & Members will refrain from all behavior that casts a negative light on BAC.
- Parents & Members will always control their emotions and handle situations with maturity and grace.
- Parents & Members will always respect and show courtesy to everyone.
- Parents & Members will be respectful of other's feelings and personal space.
- Parents & Members will not be allowed on deck during practices or meets unless they are volunteering.
- Parents & Members will not engage the Coaching Staff, Meet Personnel, or BAC Board with a complaint until a full 48 hours after the competition has been completed.
- Parents & Members will not threaten the Coaching Staff, Meet Personnel, or BAC Board with any form of Legal Action.

### **Action Plan of the Billings Aquatic Club to Address Bullying:**

Bullying of any kind is unacceptable at the Billings Aquatic Club and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Billings Aquatic Club is committed to providing a safe, caring, and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, board member, or athlete/mentor.

### **Objectives of the Billings Aquatic Club's Bullying Policy and Action Plan:**

1. To make it clear that the BAC will not tolerate bullying in any form.
2. To define bullying as the use of aggression, whether intentional or not, which then hurts another person resulting in pain and distress.
3. To make it known to all parents, swimmers, and coaching staff that there is a policy and protocol should any bullying issues arise.
4. To make how to report bullying streamlined by immediately informing the Coach.
5. To spread the word that the BAC takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

### **Unacceptable behavior outlined above but not limited to the above will be dealt with in the following steps:**

- 1st Time: Warning & removal from the function or activity immediately.
- 2nd Time: Suspension or Termination of membership from the Billings Aquatic Club.

### **Parents & Members signatures:**

\_\_\_\_\_  
Signature(s)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name(s)