



Parents and Members Code of Conduct

As our organization grows and we continue to expand our programs, we seek to establish or clarify our policies. Our policies help to guide the organization and ensure continued success. The Billings Aquatic Club is fortunate to have experienced, professional coaches and volunteers working to develop our children into better swimmers and more importantly, disciplined people. As parents, it is absolutely essential that we 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.

BAC as an organization highly encourages the following parental behavior:

- Open communication between parents, swimmers and coaches emphasizing goal-setting and focusing on the performance expectations of both the swimmer and the parents
- Meeting with the coaches/swimmers/parents during normal operating hours to discuss issues
- Positive reinforcement of all swimmers in all situations - team spirit, team loyalty
- Parental involvement on the Board of Directors, team functions, team jobs and in organizing and running meets and other team events
- Volunteering for at least one area of our team to assist and contribute to the running of our club

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 and give all board members, coaches, parents and swimmers a good understanding of what bullying is.
3. To make it know 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 clear and understandable.
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.

This Code of Conduct was developed as a standard to emphasize our organization's commitment to making everyone's involvement with our club a positive experience. My signature below indicates that I have read and understand all of the information provided.

Signature

Date

Printed Name