



MOR ELECTRONIC COMMUNICATIONS POLICY

(updated 3/25/2022)

The Marlins Of Raleigh Swim Team has established this Electronic Communication Policy to ensure that all communications between MOR staff/volunteers and athletes is professional. This includes all volunteers and full time and part time staff members. It is recognized that communication between coach and athlete may involve electronic communication from time to time but in order to be transparent, all text communication will have the child's parent copied. Any communication with minor athletes will occur only between the hours of 5:00am to 9:00pm. Communication will be related to swimming and pertinent team related information. For purposes of this policy, "texting" or "text" includes text messaging and all other forms of instant messaging, direct messages (e.g. Twitter or Instagram) or messaging apps (e.g. WhatsApp, Snapchat, Facebook messenger, iMessages etc.)

- MOR staff will not be Facebook friends, Twitter followers or have any other social media connections with any athlete and are discouraged from being Facebook friends with MOR parents.
- MOR Staff is encouraged to refrain from social gatherings with MOR parent clientele as staff would still be considered "on the clock" during these social interactions.
- All communications, including texting and email, will be transparent and professional.
- Texting or emailing between MOR staff and athletes will be limited to athletes in Sr. Elite groups with the head coach of that group. All texts will have a parent copied on the text.
- Parents are asked to remind athletes that athletes will copy a parent on any text communication they make with their coach.
- Coaches of swimmers below the Sr. Elite level will not have swimmers' phone numbers in their phone. All communication will be done through the parent.
- MOR staff will not communicate anything inappropriate to any swimmer. This includes anything about drugs, alcohol, or anything of a sexual nature.
- Parents may request from the head coach that their athlete not be contacted in any form of communication, ie: phone, text, email, etc.
- Consequences of violating this policy will be determined by the head coach. This can range from verbal warning, written warning, suspension, or termination for MOR. Any evidence of criminal activity will be immediately reported to the appropriate law enforcement authorities. and dismissal from MOR Staff.