



Code of Conduct

All Club members, swimmers, divers, officials and parents are expected to abide by this Code of Conduct. Our Code of Conduct will be enforced, both with respect to our members, and with respect to officials and members of other clubs and sporting associations who we interact with. All athletes and at least one parent guardian are required to sign a copy of this Code of Conduct each year. Our Code of Conduct applies to all members participating in the West Fargo USS Swim Team activities, including training, attendance at swim/dive meets, trips, camps, clinics and lectures.

1. Code of Conduct

- a. Athletes are expected to support their teammates at all practices as well as in competition. Working together as a unit for the benefit of the team is an important part of the "WFF Spirit".
- b. WFF requires each athlete to behave in a manner that reflects positively on the team at all WFF functions, including practices, meets and / or social gatherings.
- c. WFF expects all members of the club, whether coaches, parents or swimmers/divers, to protect and improve the club's excellent reputation within the swimming and diving community.
- d. WFF strives to be a good tenant of each facility used. Unsupervised playing inside the locker rooms or outside at the facility is not permitted.
- e. Athletes are expected to respect and comply with instruction and directions from the coaches and officials at all times.
- f. Inappropriate or destructive behavior will not be tolerated, including using abusive, profane language, language of a sexual nature, lying, stealing or vandalism. Athletes will be held accountable for all their actions while representing WFF. In addition to their own behavior athletes are held accountable for inappropriate actions by those teammates with whom they are associating.
- g. Parents will refrain from interfering with practices or meets; harassing, bullying, or denigrating coaches or athletes will not be tolerated. Parents can address their questions or concerns to coaches after practices or meets, or via email.
- h. Parents will not coach or instruct the team or any athlete at a practice or at meets, from the stands or any other area, or interfere with coaches on the pool deck.
- i. Parents shall demonstrate good sportsmanship by conducting themselves in a manner that earns the respect of the athletes, parents, officials and coaches at meets and practices.
- j. Athletes and parents will practice teamwork with all members by supporting the values of discipline, loyalty, commitment and hard work.

- k. Athletes and parents should never interfere with the progress of another athlete during practice or otherwise.
- l. Athletes and parents should never confront an official or stroke and turn judge at a meet about a disqualification. This is the coach's responsibility.
- m. Athletes and parents will be respectful and courteous to meet volunteers at all times.
- n. The use of alcohol, illegal drugs, tobacco, or fireworks is forbidden.

2. Violations of the Code of Conduct

- a. Primary responsibility for addressing and resolving Code of Conduct violations by athletes or parents lies with the WFF coaches. Coaches will take necessary disciplinary action regarding any violations of the Code of Conduct.
- b. If coaches, athletes, or parents need further resolution of Code violations, the West Fargo Flyers Swim Team Conflict Resolution Guidelines provides a timely and equitable process.
- c. The Conflict Resolution Guidelines are also in place for parents or athletes to address concerns about coaches' violations of the Code of Conduct.

3. Discipline

- a. Coaches have the initial responsibility to communicate with athletes and parents who exhibit inappropriate conduct. It is expected that coaches will use their reasonable discretion when imposing appropriate discipline, and that any disciplinary action will take into account; 1) the nature and severity of the conduct, 2) any prior disciplinary actions regarding the swimmer, 3) the adverse effect of the conduct on other athletes, and 4) the application of the Code of Conduct.
- b. Examples of disciplinary action include verbal warning, removal from practice, notification to the athlete and their parents, suspension from some or all WFF activities, up to and including expulsion from WFF. These examples are not exclusive. It is expected that coaches will exercise reasonable discretion when taking disciplinary action, and may include consultation with the Head Coach, Board members, and other families or athletes who may have been directly affected by the violation. However, the coaches will take any immediate action that is both necessary and appropriate under the circumstances to insure the safety of all athletes.

4. Conflict Resolution

- a. The West Fargo Flyer Swim Club Conflict Resolution Guidelines are available online at the West Fargo Flyer website, www.westfargoflyers.com
- b. It is expected that any violations or perceived violations of the Code of Conduct will be reported immediately to the WFF coaches.

5. Team Travel Policy

In accordance with the USA Swimming Rulebook, club travel policies must be signed and agreed to by all athletes, parents, coaches, and other adults traveling with the Club. In the event that an athlete violates the travel policy or code of conduct, the Head Coach shall report violations to the appropriate WFF leadership and to the parent or legal guardian of any affected athlete. Violations of a severe nature will result in more severe consequences, including (but not limited to) the athletes' immediate return home, barring the athlete from future All-Star/Zone Teams, or barring the athlete from future North Dakota Swimming competitions.

- a. Team managers and chaperones must be members of USA Swimming and have successfully passed a USA Swimming-administered criminal background check.
- b. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling, or spouse of that particular athlete).
- c. During team travel, when doing room checks, attending team meetings and/or other activities, two deep leadership and open and observable environments should be maintained.
- d. When only one athlete and one coach travel to a competition, the athlete must have his/her parents' (or legal guardian's) written permission in advance to travel alone with the coach.
- e. To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athlete's rooms and no female athlete in male athlete's rooms at any time without a chaperone or coach present. Exceptions may be made by the Head Coach or chaperones for team activities.
- f. Team members and staff traveling with the team will attend all team functions including meetings, practices, meals, and meet sessions, at the discretion of the Head Coach.
- g. Athletes are expected to remain with the team at all times during the trip.
- h. Curfews shall be established by the Coaches each day of the trip and no team member may leave their room after curfew.
- i. Any damage or thievery at the hotel will be the responsibility of the offending athlete. No loud or obnoxious behavior will be tolerated in hallways or public areas.
- j. Team members are expected to behave in an exemplary manner at all times. When visiting public places, athletes should be polite and courteous to employees and other visitors.
- k. Team or LSC officials shall obtain a signed Liability Release and should carry a signed Medical Consent or Authorization to Treat Form for each athlete.
- l. The coaching staff and chaperones may establish any other rules as deemed necessary. The directions and decisions of coaches and chaperones are final.

Consent and Agreement of Athlete

As a WFF athlete, I have read and understand the Club’s Code of Conduct and accept my responsibility to uphold the Code. I understand that sanctions for violations of the Code of Conduct can include suspension or expulsion from the Club.

WFF Athlete (print name)

Date

WFF Athlete (signature)

Consent and Agreement of Parent/Guardian

I have read and understand the Club’s Code of Conduct, I accept the Code of Conduct for my child and myself, I will encourage my child to comply with the Code of Conduct, and understand the possible consequences should my child or myself be found to have violated the Code of Conduct.

I agree to abide by and follow section 305.5D of the USA Swimming Code of Conduct stipulations in the USA Swimming Rulebook. A signature on this document constitutes an unconditional agreement to comply with the team rules and the USA Swimming Code of Conduct.

WFF Parent / Guardian (print name)

Date

WFF Parent / Guardian (signature)

WFF Parent / Guardian (print name)

Date

WFF Parent / Guardian (signature)