

## NEXUS SWIM TEAM CODE OF CONDUCT

### ROLE OF THE ATHLETE

Swimmers should respect and support one another and their coaches. They are expected to follow all team rules and arrive on time for practices and meets. Swimmers should remember to bring all required equipment, including backup gear. They should understand that their effort and consistency in training are directly linked to their performance.

Swimmers are encouraged to communicate their goals and any concerns with their coach as they work together to progress. They are also responsible for taking care of their bodies by paying attention to proper nutrition and adequate rest. Participation, team spirit, hard work, cooperation, and a positive attitude define the ideal athlete.

### ROLE OF THE PARENT

Parents support their athletes with love, recognition, and encouragement. With this support, athletes are better able to give their best effort and focus on what is being taught by the coaching staff. Parental support is critical to building emotional and physical confidence during both training and competition.

Parents help swimmers maintain healthy habits by encouraging proper nutrition, hydration, adequate rest, appropriate presentation, and a positive outlook. Parents should support their swimmer's efforts regardless of outcomes, recognising that children learn and develop in different ways and at different rates. For this reason, parents should never compare their child to their teammates.

### ROLE OF THE COACH

The coach is both the swimmer's and the team's motivator and teacher. Swimmers develop a trust-based relationship with their coach, and this relationship produces the best results when swimmers, parents, and coaches respect one another's roles. Responsibility for stroke instruction and training programs rests with the coaching staff.

Coaches make the final decisions regarding which meets swimmers will attend and which events they will compete in. At swim meets, coaches conduct and supervise warm-ups, prepare and focus swimmers before each race, and provide constructive feedback after each

race. The selection and formation of relay teams is the sole responsibility of the coaching staff. Coaches reserve the right to change line-ups at any time if it is in the best interest of the team.

A successful swim program requires understanding and cooperation among parents, athletes, and coaches. All athletes and parents are expected to act as positive ambassadors of the club and demonstrate good sportsmanship at all times. It is everyone's responsibility to help create a healthy team environment free from disrespect, hostility, intimidation, or harassment of any kind. Our swimmers should be role models to other athletes, and our parents should be role models to other parents.

### **ATHLETE CODE OF CONDUCT**

Athletes are expected to demonstrate respect and good sportsmanship toward coaches, officials, administrators, fellow athletes, competitors, and members of the public. This includes refraining from behaviours such as foul language, dishonesty, theft, violence, bullying, destruction of property or others' belongings, inappropriate sexual and/or discriminatory behaviour, drug or alcohol use, or any criminal activity.

Athletes must also refrain from excessive horseplay or any actions that could cause harm to themselves or others. Examples of physical harm include, but are not limited to, hitting, slapping, pushing, pulling, shaking, pulling hair or clothing, restricting movement, or using any object to cause harm.

These expectations apply to all interactions and forms of communication, including in-person, verbal, written, SMS/text messages, email, and all social media platforms.

### **IMPLEMENTATION FOR ATHLETES**

If an athlete fails to adhere to the Code of Conduct, the following sequence of disciplinary actions may occur:

**Step 1:** Verbal warning from the coaching staff

**Step 2:** Parent notification via email or phone call

**Step 3:** Disciplinary meeting involving the athlete, parent/guardian, and two coaches

**Step 4:** Suspension or expulsion meeting involving the athlete, parent/guardian, Head Coach, Lead Coach, board member(s), and any other relevant parties. This meeting will take place within seven days of the incident. The athlete will be given the opportunity to present any relevant information or evidence before a decision is made regarding further disciplinary action.

All steps outlined above will be documented in an Incident Report and signed by a witness. At the discretion of the coaching staff, multiple disciplinary steps may be combined, depending on the severity and frequency of the offence.

In serious cases, coaches may immediately contact the Director of Aquatics or the Senior Leadership Team (SLT) of Nexus, or, if unavailable, the next designated board member, to report the incident and determine appropriate disciplinary action.

In the event of an egregious violation of the Code of Conduct — including Safe Sport violations or unlawful behaviour — the School reserves the right to take immediate action, including suspension of the athlete, pending the outcome of an investigation.

Membership on the swim team is a privilege, not a right. The swim team reserves the right to terminate membership, with or without cause, in alignment with its mission and objectives.

### **PARENT CODE OF CONDUCT**

#### **Parent Code of Conduct**

1. Parents will support swim team values of commitment, hard work, team spirit, and positive encouragement. Parents will not criticise, name-call, or use abusive language or gestures toward coaches, athletes, officials, or other parents, either in person or via social media. Parents must model positive communication, good sportsmanship, and self-control at all times.
2. Parents will treat all officials and meet volunteers with respect. Any concerns regarding an official's decision or action will be addressed by the coaching staff only. Parents will not interfere with officials on the pool deck and will follow the directions of meet volunteers in positions of authority.
3. Parents will respect coaching decisions regarding relay team selection, event selection, and swim meet participation.
4. Parents will not disrupt practices in any way. Parents must remain off the pool deck during practices and may observe from designated areas away from the immediate pool deck. Communicating with coaches during practice is unsafe and ineffective and detracts from the athlete-coach-team relationship and training environment.

5. Parents will not coach or instruct the team or any athlete during practices or meets. Parents understand that providing swimming advice may confuse the athlete. Any coaching concerns should be discussed directly with the coach at an appropriate time.
6. Communication between parents and coaches is encouraged. Parents should communicate with their athlete's coach at coach-designated times and using the coach's preferred method of communication. Parents may request phone calls or in-person meetings after initially reaching out via email.
7. The swim coaching staff determines which meets the team will attend each year. Families should not attend local or away meets that have not been approved by the coaching staff.
8. Parents understand they may be required to assist with timing duties at meets and additional volunteer roles throughout the season and agree to abide by the team's Volunteer Policy.
9. Parents will ensure that non-swimming children are supervised by a responsible adult at all sanctioned activities.
10. Parents will drop off and pick up their athletes on time.
11. Parents understand that conduct which brings discredit or causes discord within the team will not be tolerated. Swim team membership is a privilege, not a right, and the team reserves the right to terminate membership, with or without cause, in alignment with its mission and objectives.

#### **IMPLEMENTATION FOR PARENTS**

All athletes, parents, and staff are provided with this policy in writing. An annual signature on the Waiver Form constitutes unconditional agreement to comply with the Code of Conduct as set forth by Nexus.

Failure to comply with the Code of Conduct may result in disciplinary action, which may include, but is not limited to:

- Removal from the practice, meet, or event where the misconduct occurs

- Suspension of membership
- Termination of membership

Nexus is not liable for refunds or prorated membership fees in the event of suspension or termination.

If a parent or member family is involved in conduct that results in disciplinary action, the appropriate sequence of actions will be followed in accordance with this policy.

Athletes and their parents or guardians must indicate their agreement and willingness to comply with this Code of Conduct by signing this document.

**Acknowledgement:**

**By signing this document, I acknowledge that I have read and understand the Nexus Swim Team Code of Conduct, and I agree to follow it. I understand that doing so helps ensure a positive and safe environment for all swimmers. I also understand that failure to follow the Code may result in disciplinary action.**

Learner's name: \_\_\_\_\_ Date: \_\_\_\_\_

Learner's signature: \_\_\_\_\_

**By signing this document, I acknowledge that I have read and understand the Nexus Swim Team Code of Conduct, and I agree to follow it. I understand that doing so helps create a positive and safe environment for all swimmers. I also understand that not following the Code may result in disciplinary action.**

Parent's name: \_\_\_\_\_ Date: \_\_\_\_\_

Parent's signature: \_\_\_\_\_

