



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

EXPECTATIONS & CODE OF CONDUCT FOR SWIM COACHES

The purpose of this code of conduct for coaches is to establish common expectations for all members of the coaching staff of the Manta Rays Swim Team. It is to be used as a guide to promote a positive team environment and good sportsmanship.

1. Swim Coaches are required to possess and maintain all required credentials & certifications (listed in the job description) and at all times, adhere to USA Swimming, YMCA of the USA, Iowa Swimming, and Iowa YMCA Competitive Swimming rules and codes of conduct.
2. Swim Coaches are expected to attend all scheduled home swim meets, at least 2-3 out of town swim meets, all Championship meets (Sectionals, State & Regionals based on age group participation/qualification).
 - a. If a coach is unable to attend home meets, away meets, or other team events, they will communicate this with their colleagues and have a qualified coach that is familiar with their age group/swimmers available to answer questions, handle scratches, relay or event changes, etc...
3. Swim Coaches are expected to attend all Manta Ray Swim Team social events, including, but not limited to: Parent Meeting/Registrations, Season Kick-Off events, End of Season Banquet, etc...
 - a. If unable to attend, coaches will communicate and ensure the coaching team is represented at these social events.
4. Swim Coaches are representatives of the Manta Ray Swim Team, the Muscatine Community YMCA, the YMCA of the USA and USA Swimming. Their behavior and professionalism is a reflection on their fellow coaches, the Aquatics Director and our families.
 - a. Swim Coaches will be respectful and courteous at all times and follow all other YMCA's pool policies and regulations when visiting other facilities.
 - b. Swim Coaches are expected to set a good example of respect and sportsmanship for participants and fans to follow and instruct participants in sportsmanship and demand good sportsmanship is displayed at all activities (team social events, practices, competition, etc..)
 - c. Swim Coaches are expected to treat opposing coaches, participants and spectators with respect.
 - d. Coaches are expected to win with humility and lose with dignity.
 - e. Swim Coaches will act and dress with professionalism and dignity in a manner suitable for the environment.
5. Swim Coaches will communicate with their age group's families via the email address established by the Manta Ray Swim Team and the team app only.
 - a. Coaches should not communicate with families or swimmers through their personal email, texting or other social media accounts.
 - b. Swim Coaches should communicate frequently and consistently with their swimmers in person, via email or the team app, following all applicable policy guidelines.

Your signature below indicated that you have read, understand, and will adhere to your job description while employed with the YMCA.

EMPLOYEE SIGNATURE

SUPERVISOR SIGNATURE

DATE

DATE

MUSCATINE COMMUNITY YMCA

1823 Logan Street, Muscatine, IA 52761

P 563-263-9996 W www.MuscatineY.org



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6. Swim Coaches will limit contact with swimmers to practices, meets and other YMCA approved events.
 - a. Coaches will not arrange or agree to private lessons, practices, babysitting/housesitting/pet sitting, etc... with swimmers/families that they meet through YMCA programs.
 - b. Coaches should not initiate contact with or accept supervisory responsibility for athletes outside club programs and activities.
 - c. Coaches must report all pre-existing relationships that they have with any families that participate in the Manta Rays Swim Team to avoid confusion, allegations or liability.
 - d. Relationships of a peer-to-peer nature with any athletes should be avoided. For example, coaches should avoid sharing their own personal problems with athletes.
 - e. When a coach touches an athlete as part of instruction, the coach should do so in direct view of others and inform the athlete of what he/she is doing prior to the initial contact.
 - i. Touching athletes should be minimized outside the boundaries of what is considered normal instruction.
 - ii. Appropriate interaction would include high fives, fist bumps, side-to-side hugs and handshakes.
7. Coaches will treat all swimmer's equally, fairly, justly, impartially, intelligently and with sensitivity regardless of ability, skills, previous or current relationship with swimmer/families, participation in other activities, etc...
 - a. Coaches should always place the well-being, health and safety above all other considerations, including developing performance.
 - b. Coaches should coach/instruct in a positive manner and will not use derogatory comments or abusive language.
 - c. Coaches should avoid having athletes as their favorites. They should also avoid creating a situation that could be perceived as them having favorites. Coaches should always maintain a professional separation between coach and athlete.
 - d. Gift-giving, providing special favors or showing favoritism to individual athletes is prohibited.
 - e. Accepting gifts from families/athletes is permissible when appropriate.
8. All Swim Coaches are part of our coaching team.
 - a. Decisions regarding swimmer events and relays should be made as a team whenever possible.
 - b. Whenever appropriate, swim coaches will also take the swimmer's and parent's requests into account when making decisions regarding events, if possible/reasonable.
 - c. Coaches will submit meet entries by the required deadlines in the manner required. Coaches will abide by all regulations established by meet hosts (in meet announcements).

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9. Swimmer safety is our top priority. Swim Coaches will enforce and follow all USA Swimming rules, YMCA of the USA rules and procedures and Muscatine Community YMCA rules at both the YMCA pool and Carver pool at practices and meets.
 - a. Coaches will never leave a swimmer at the pool unsupervised.
 - b. Coaches will maintain "two-deep" leadership at all times.
 - c. Coaches will never allow a swimmer to enter the water without a signed authorization form, current YMCA membership and/or approval from the Aquatics Director.
10. Swim Coaches are expected to follow all Manta Rays Swim Team and all Muscatine Community YMCA policies and procedures including, but not limited to: Code of Conduct, Confidentiality Policy, Travel Policy, MAAPP, COPPA, Electronic Communication Policy, Personnel Policies, etc...

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