DAYTON RAIDERS CODE OF CONDUCT FOR SWIMMERS

USA Swimming and The Dayton Raiders are committed to fostering a fun, healthy and safe environment for all of its members. For that reason, we have in place a detailed Code of Conduct. The following rules, policies, and reporting structure are intended to serve our members. Today's society has introduced some new dangers to the sport. USA Swimming is trying to address these dangers as they appear in the mainstream.

ATHLETE PROTECTION POLICIES & RULES

Protecting our young athletes is all of our responsibility, as coaches, volunteers and parents. In order to create a positive experience and a safe environment for athletes, USA Swimming's *Code of Conduct* provides specific, mandatory policies that must be followed at all levels of the organization. Policies are enforceable by The Dayton Raiders Coaches and Board members. Consequences for breaking a policy include but are not limited to, revocation of membership from Dayton Raiders Swim Club and USA Swimming. The Dayton Raiders are now bound to follow and adhere to USA Swimming's model policies. Please be aware of these new rules and explain to your swimmers that they will be held accountable for their actions.

USA SWIMMING CODE OF CONDUCT

(Taken in part from USA Swimming 2017 handbook)

304.1

The mission of USA Swimming is to encourage participation and the pursuit of excellence in all aspects of swimming. USA Swimming grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by USA Swimming at any time where USA Swimming determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in swimming,
USA Swimming has adopted this Code of Conduct.

304.2

Any member, former member, or prospective member of USA Swimming is subject to the jurisdiction of the Board of Review. Any member, former member, or prospective member of USA Swimming may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USA Swimming if such member violates the provisions of the USA Swimming Code of Conduct, set forth in 304.3, or aids, abets or encourages another person to violate any of the provisions of the USA Swimming Code of Conduct. USA Swimming shall initiate an investigation of any former member of USA Swimming when a report required under 306.1 is received.

304.3

The following shall be considered violations of the USA Swimming Code of Conduct:

.1 Violation of the right to compete provisions set forth in Article 301.

.2 Violation of the anti-doping provisions set forth in 303.3.

.3 Discrimination in violation of the Amateur Sports Act which requires that USA Swimming must provide: "an equal opportunity to athletes; coaches, trainers, managers, administrators, and officials to participate in the sport

of swimming. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, genetics, mental or physical disability or any other status protected by federal, state or local law, where applicable, is prohibited.

.4 Violation of any of the Athlete Protection Policies set forth in Article 305

.5 Violation of any of the Sexual Misconduct Reporting Requirements set forth in Article 306 or the Prohibitions Against Retaliation for Good Faith Reporting of Abuse set forth in Article 307.

.6 Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges, for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) any crime involving sexual misconduct, or (iv) any criminal offense against a minor.

.7

A Any inappropriate sexual conduct or advance, or other inappropriate oral, written, visual, or physical conduct of a sexual nature at any time, past or present, directed towards an athlete or any person under the age of eighteen (18) by (i) a coach member or other non-athlete member, or (ii) any other adult participating in any capacity whatsoever in the activities of USA Swimming (whether such adult is a member or not).

B Any act of sexual harassment, including without limitation unwelcome sexual advances, requests for sexual favors, and other inappropriate oral, written, visual, or physical conduct of a sexual nature in connection with or incidental to a USA Swimming-related activity by any person participating in the affairs or activities of USA Swimming (whether such person is a member or not) directed toward any member or other person participating in the affairs or activities of USA Swimming.

C A romantic or sexual relationship, even if it is a consensual relationship between adults, which began during the swimming relationship, between athletes and those individuals (i) having direct supervisory or evaluative control, or (ii) who are in a position of power and trust over the athlete. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes they coach. The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. for example, this prohibition does not apply to a relationship between two spouses or life partners which existed prior to the swimming relationship. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Safe Sport Policies at www.teamusa.org/Footer/Legal/Governance-Documents.

D Any peer-to-peer sexual abuse. for the purposes of the Code of Conduct, the term "peer-to-peer sexual abuse" shall mean any unwelcome physical conduct of a sexual nature directed towards a minor athlete by another minor athlete.

.8 The sale or distribution of illegal drugs or the illegal sale or distribution of any substance listed on FINA's recognized list of banned substances.

.9 The use of illegal drugs in the presence of an athlete, by a coach, official, trainer, or a person who, in the context of swimming, is in a position of authority over, that athlete.

.10 The providing of alcohol to an athlete by a coach, official, trainer, manager or any other person where the athlete is under the legal age allowed to consume or purchase alcohol in the state where the alcohol is provided.

.11 The abuse of alcohol in the presence of an athlete under the age of 18, by a coach, official, trainer, or a person who, in the context of swimming, is in a position of authority over that athlete.

.12 Abuse

A Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete. "Physical abuse" is defined as non-accidental injury and/or an injury primarily caused by the gross negligence on the part of the person in a position of authority over the athlete.

B Bullying of an athlete by a coach member or other non-athlete member who is in a position of authority over that athlete.

.13 Bullying of a member or Participating Non-Member of USA Swimming by a non-athlete member. Allegations of Bullying of an athlete member by a coach member shall be investigated under 304.3.12. Bullying of an athlete member of USA Swimming by another athlete member shall not be considered a Code of Conduct violation, except in the most egregious and flagrant situation, but is nevertheless a serious matter to be handled by the applicable club(s) pursuant to its anti0bullying plan required under 305.6.

.14 For any USA Swimming member club or coach to knowingly:

A allow any person who has been placed on the USA Swimming list of "Individuals Permanently Suspended or Ineligible" to coach or instruct any of its athlete members,

B aid or abet coaching or instruction of athletes by any person who has been placed on the USA Swimming list of "Individuals Permanently Suspended or Ineligible," or

C allow any person who has been placed on the USA Swimming list of "Individuals, Permanently Suspended or Ineligible" to have an ownership interest in such USA Swimming club or its related entities.

.15 Any act of fraud, deception or dishonesty in connection with any USA Swimming-related activity.

.16 Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a USA Swimming sanctioned competition.

.17 Action, other than through general advertising, by a coach, owner, officer, volunteer, representative, or employee of a swim club, or a USA Swimming or LSC employee, either through direct contact with an athlete or the encouragement of others, to recruit or otherwise encourage an athlete who is already a member of a USA Swimming member swim club to leave that club, unless the acting party receives prior written approval to recruit or encourage the athlete to change affiliation from the designated club representative of the athlete's existing USA Swimming-member swim club or contact is initiated by the athlete, the athlete's parent or authorized representative. General advertising includes any information that is:

A Distributed to an identifiable general population where there is a reasonable expectation that the majority of that population are not current members of USA Swimming, or

B Placed in or on any item that is sold.

In the event of a violation of this section, a sanction may be imposed against any coach, owner, officer, volunteer, representative or employee of a swim club, or against any such club, or any combination thereof, as appropriate.

.18 Violation of any team misconduct rule as established by the USOC, USA Swimming, any Zone or LSC team authority.

.19 Any other material and intentional act, conduct or omission not provided for above, which is detrimental to the image or reputation of USA Swimming, a LSC or the sport of swimming

DAYTON RAIDERS SWIMMERS WILL ALSO READ, UNDERSTAND, AND ACCEPT THE FOLLOWING:

- Treat being a member of this team as a privilege and personally acknowledge the responsibilities associated with it.
- Behave in a manner that reflects positively on the team at all functions, including practices, meets, and/or team social gatherings.
- Protect and improve the Dayton Raiders' reputation within the swimming community.
- Refrain from the possession and/or use of alcoholic beverages, tobacco products and weapons.
- Refrain from the possession and/or use of drugs (other than those prescribed by your physician).
- Refrain from engaging in inappropriate or destructive behavior which includes, but is not limited to fighting, throwing things, horseplay, threatening or intimidating behavior or other disorderly conduct which is disruptive or may endanger the safety of others. Theft and vandalism will not be tolerated. Swimmer's families will be held accountable/financially responsible for all their actions while representing Dayton Raiders.

Social Media

Swimmers agree to adhere to the USA guidelines on bullying while on social media. They also agree to not contact any member of the coaching staff via social media and will not ask staff members to be friends on said media. Swimmers also agree to never use the Dayton Raiders name or derivative of said name to create any form of social media. Any use of said name could adversely affect the Dayton Raiders Swim Club business in a negative manner and will be considered a breach of the code of conduct.

Swim Practice Conduct

- Follow coach's instructions.
- DO NOT interfere with the progress of another swimmer during practice
- Leave practice only with the coach's permission
- Follow the facility/pool rules of any pool where practices are held
- Follow the instructions from facility staff
- Refrain from running, pushing, or engaging in "horse play" on the deck

Swim Meet Conduct

- Swimmers will accept the responsibility associated with attending meets in association with The Dayton Raiders and they will display proper respect and sportsmanship toward coaches, officials, meet administrators, parents, and fellow competitors.
- All swimmers will wear designated team suits and T-shirts during all competitions
- Recognize that team meets are a "privilege" and not a "right".
- Display proper respect and sportsmanship toward coaches, officials, meet administrators, parents, and fellow competitors

Travel Meet Conduct

- Swimmers will adhere to **ALL** the directions of the Dayton Raiders staff and chaperones. Anyone breaking the code of conduct in any way will be sent home immediately on the next available mode of transportation. All costs of said transportation will be the sole responsibility of the swimmer's family.
- Male and female athletes will not be in the same room together without permission/supervision from a parent, coach, or chaperone

- Swimmers must adhere to curfews established by the coaching staff. At curfew, lights, TV, electronic equipment must be turned off
- Swimmers are to remain with the team at all times during a trip or obtain permission from coach or chaperone before leaving pool, hotel or other team gathering place.

Complaint Procedure

Any member who witnesses inappropriate actions by a Coach, staff member, or Swimmer is responsible for reporting such inappropriate behavior to the head coach. However, please be prepared to present evidence supporting the accusation. The Dayton Raiders staff may not act without sufficient evidence. Since most occurrences happen behind the scene, witness statements will be weighed and considered prior to action being taken.

Suspension and Removal from The Dayton Raiders

It is not guaranteed that one form of action will necessarily precede another and reserves the right to terminate the membership at any time depending upon the totality of the circumstances. The Dayton Raiders reserves the right to terminate the membership if the act of a swimmer can adversely affect the business and or team.

I hereby agree to abide by the rules set forth in this Dayton Raiders Swim Club code of conduct, laid out in the preceding document. I acknowledge that I may be subject to disciplinary actions, including removal from the Club, should I violate any provision of the rules.

*The signature of Athlete and at least one parent or guardian is required.

Swimmer Name/Signature/Date _____
(Printed Name)

(Signature) (Date) _____

Parent/Guardian Name/Signature/Date
_____ (Printed Name)

(Signature)(Date)_____

This Code is in effect for duration of each swimmer’s membership with The Dayton Raiders Swim Club or another agreement is signed.