

CODE OF CONDUCT & EXPECTATIONS



WEST CORE VALUES & CODE OF CONDUCT

WEST's Code of Conduct applies to all members and others attending an event or utilizing West Coast Aquatics facilities or grounds. The Code of Conduct is not intended to provide a comprehensive list of all expectations and describes only certain minimum expectations. WEST reserves the right to take action regarding any conduct that WEST views, in its sole discretion, as being inconsistent with its core values or is deleterious to WEST or its swimmers.

WEST Coast Aquatics Code of Conduct:

1. WEST swimmers, members, guests and staff will not discriminate against any other swimmer, official, coach, administrator, or any other person on the basis of race, color, religion, age, gender, sexual orientation or national origin or commit any discrimination in violation of USA Swimming Rules and Regulations.
2. WEST swimmers, members, guests and staff will not conduct any sexually oriented behavior (whether consensual or nonconsensual), or any pattern of unwelcome advances or other sexual harassment directed towards a swimmer, coach, official or any other person participating in any capacity whatsoever in the affairs or activities of USA Swimming (whether such person is a member or not).
3. WEST swimmers, members, guests and staff will not sell, distribute, or offer to sell or distribute alcohol, tobacco, controlled substances, or any other substance listed on FINA's recognized list of banned substances.
4. WEST swimmers, members, guests and staff will not use alcohol, tobacco, controlled substances or any other substance listed on FINA's recognized list of banned substances.
5. WEST swimmers, members, guests and staff will not commit any act of theft or property damage while on WEST property.
6. WEST swimmers, members, guests and staff will not commit any act of non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any swimmer, coach, official or any other person.
7. WEST swimmers, members, guests and staff will be responsible for their equipment and personal possessions and will clear all personal possessions and trash upon leaving WEST.
8. WEST swimmers, members, guests and staff will conduct themselves in an appropriate manner and will abstain from rough housing and horseplay that might result in personal injury to themselves or another.
9. WEST swimmers, members, guests and staff will not use cell phones, cameras, video cameras, or other devices with video or audio recording capabilities in locker rooms or changing areas as outlined in WEST Photography and Videography Policy (Section L of the team handbook).
10. WEST Swimmers, family members, and guests will refrain from inappropriate/destructive communication and will follow the procedures set in place by conflict resolution policy should an issue arise.
11. WEST swimmers, members, guests and staff will adhere to WEST's Electronic Communications Policy (Section I of the team handbook).
12. WEST swimmers, members, guests and staff will adhere to WEST's Electronic Communications Policy (Section I of the team handbook).
13. WEST swimmers, members, guests and staff will adhere to WEST's Anti-Bullying Policy (Section J of the team handbook).
14. WEST swimmers, members, guests and staff will not participate in or condone conduct that is in violation of this Code of Conduct.
15. WEST swimmers, members, guests and staff will not commit any other material and intentional act, conduct or omission not provided for above, which is detrimental to WEST's image or reputation, or to the sport of swimming.
16. WEST swimmers, members, guests and staff will not commit any act of fraud, deception or dishonesty.

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Any swimmers, members or guests utilizing WEST's facilities may be denied membership, placed on probation, suspended or expelled from WEST if such person violates the provisions of WEST's Code of Conduct, or aids, abets or encourages another person to violate any of the provisions of WEST's Code of Conduct or the USA Swimming Code of Conduct which can be found at:

<https://www.usaswimming.org/about-usas/governance/rules-policies>

WEST DISPUTE RESOLUTION PROCESS

If a swimmer (or parent) feels that he/she is not being treated in accordance with the above expectations, they should ask to address their concerns by scheduling a meeting with:

1. The Group Coach
2. The Head Coach
3. A WEST Board of Directors member

If any swimmer or parent/guardian is in violation with the Code of Conduct, discipline will be handled in the following format based on the severity of the offense:

- Removal from practice and sent home for the day
- Meeting with swimmer(s), parents, coaches and/or Board of Directors
- Further suspension
- Expulsion from the team

Training fees are not refundable due to a misconduct suspension. Discipline decisions will be determined by a three-person committee; appointed by the Board consisting of the Head Coach, a board member and a neutral adult. In the event that the Head Coach is personally involved in a dispute, a second neutral adult member(s) shall be appointed in place of the Head Coach.

Should one be necessary, a committee shall be appointed by the Board, comprising the Head Coach, and a neutral adult member. In the event that the Head Coach is personally involved in a dispute, a neutral adult member(s) shall be appointed. The membership of the committee shall remain the same until there is total resolution of any given problem, but may change for any other non-related disputes.

REPORTING

If your concern relates to a violation of WEST MAAPP, including and not limited to: criminal activity, illegal drug use, inappropriate touching, or physical abuse, please report immediately to safesport@usaswimming.org. Anonymous reporting can be completed: <https://fs22.formsite.com/usaswimming/form10/index.html>.

If your concern relates to sexual misconduct, sexual harassment or sexually explicit communication through any media, please contact the U.S Center for SafeSport to make a report immediately. You can report your concern online or call 833-587-7233. More information can be found at www.uscenterforsafesport.org.

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PARENT EXPECTATIONS

There is and has always been much discussion on the importance of the Support Triangle structure of parent, athlete and coach. Each plays a critical role in the development of the swimmer. Swimming is a very demanding sport, but through hard work and perseverance, invaluable lessons are instilled. WEST strives for the swimmer's long-term success and our goal is they continue swimming past high school. With such long swimming careers ahead of them, each part of the triangle plays an important part in determining how the swimmer develops, not just as an athlete.

It is crucial we all work together and keep in mind several general rules of thumb:

1. Swimming is a sport and sports are supposed to be fun!
2. Each part of the Support Triangle plays a specific role. By each maximizing our specific roles and working together, we maximize the potential for the swimmer.
 - i. **Swimmer:** always put forth best effort and strive for perfect attendance.
 - ii. **Coaches:** provide training and council on demands of the sport of swimming.
 - iii. **Parents:** provide consistency, love and unconditional support for your athlete. NO parent coaching. Any Parent Coaching is not only a violation of WEST policy, it's highly inappropriate and detrimental to the child athlete. Our swimmers don't need another coach, they need a parent. Parents who unconditionally love and support their child enable our coaches to more effectively push their child and hold them accountable. Parents who coach their child create additional pressure and stress, tarnish the experience, rob their athlete of fulfillment and undermine our coaches.
3. **Nutrition** – as a parent, you primarily influence your child's diet. They exercise a lot and will need to eat a lot, but we want to maximize performance and development, so it is important they are getting what they need.

Avoid supplements – get what you need from real food first.

 - i. **Water, water, water** – we don't really need to drink anything else. Hydration plays a major role in performance and recovery.
 - ii. **"Shop the Perimeter"** – it has been said that everything essential for your body to survive can be found on the perimeter of the grocery store: Veggies, Protein, Grains, and Dairy.
 - iii. **"Eat a Rainbow"** – try to have a variety of colors of vegetables with every meal. You can't eat enough veggies.
4. **Rest** – growing bodies need extra rest already, and with training, it becomes that much more important. 8 hours per night minimum.
5. **No Pressure** – anyone that spends as much time with his or her face in the water, as these swimmers do, learns to take it pretty seriously. Swimmers should already put pressure on themselves to perform. As Coaches, we need to be able to also put pressure on the athlete to perform. However, the Support Triangle will crack if it is getting pressure from all sides. It has been regularly noted, and through my own experience swimming and the people I swam with, the ones that made it the farthest in the sport had parents that were most "Hands-Off" and did not put any additional pressure on them to succeed.
6. **Show the swimmer that you support them** – Being "Hands-Off" doesn't mean not to get involved with your child's swimming. They need to know that you support their hard work and dedication to the sport and that you care about them.
 - i. **Volunteer & Stay Connected** – help out at meets, meet and interact with other swim parents. WEST isn't just a swim team, it's a swimming community.
 - ii. **Provide transportation** – we understand that our busy practice schedule and attendance expectations also put heavy demands on parents. We strongly encourage more carpooling.

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- iii. **Keep them happy** – although we all go through ups and downs, overall, kids should be happy. If they aren't please speak with their respective coaches so we can work on a solution.

7. **Family, School, Swimming** – whenever facing hard decisions, remember the order of priorities.

The most important job as a parent is to **SUPPORT**:

- **Support** ALL WEST swimmers, yours and others. • Support your age group and level.
- **Support** the coaches.
- **Support** other parents.
- **Support** positive communication.
- **Support** ALL WEST hosted meets as a volunteer.
- **Support** WEST and PNS / USA Swimming at all meets.
- **Support** ALL WEST fundraising opportunities. and for your swimmer...
- Keep them fed, clothed and healthy.
- Bring them to practice.

WEST COACHES' EXPECTATIONS

Our goal is for each individual swimmer to reach his or her full potential not only as an athlete, but as a well- rounded person, as well. Although we strive to maximize performance in the water, our main goal is to help our athletes grow and develop into highly successful young adults consistent with the WEST core values of Honesty & Integrity, Sportsmanship, Respect, Hard Work and Pride.

GENERAL EXPECTATIONS :

1. Be on-time - "Early" is on-time "On-Time" is late.
2. Don't coach your child.
 - i. Numerous studies have shown that for many athletes, their least favorite aspect of sports was "the ride home" and the pressure put on them by their parents.
 - ii. It confuses the child. As coaches, we give them critical feedback and focal points for improvement. We understand how challenging these items are and we demand the highest possible level of quality. We typically prioritize a few items to focus on and reinforce those items until they are mastered.
 - iii. It puts additional stress and pressure on the swimmer, oftentimes reducing the amount of fun they have, which often leads to burnout and self-confidence issues.

PRACTICE EXPECTATIONS

- Follow coach instructions at all times, don't interrupt or talk when coaches are speaking and ask questions when it is not disruptive to the rest of the group. Swimmers must be picked up within 15 minutes of practice ending.
- Bring required training equipment to each practice. Always watch the pace clock and leave on the correct interval between swimmers.

MEET EXPECTATIONS

- Warm-up during designated warm-up times, regardless of what time individual events are scheduled to happen. Swimmers are expected to warm-up with the team and be at the meet to support the team effort.
- Swimmers are to sit with the team during the meet, not in the stands with parents.
- Relays – Swimmers will support the team effort by competing on relays even if they do not compete in individual events on the same day.

Meet schedules are available online at www.westswimteam.com under our EVENTS page. Swimmers must declare which meets they plan to attend using the Meet Declaration feature on the Events page, which will be available to all registered team members in September. Coaches will choose the events in which swimmers will compete. **Swimmers MUST confirm they would like to attend a meet to be entered into the meet.**

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The WEST Code of Conduct is designed to maximize positive experiences for all WEST swimmers and ensure WEST is providing a fun, safe, and positive learning environment. Team members will refrain from any illegal or inappropriate behavior that is not consistent with WEST's Code of Conduct. All members, including parents must follow the Code of Conduct as listed in Section G of the team handbook.