

## **TIDE Swim Team**

### **Code of Conduct**

#### **Purpose**

The purpose of this code of conduct is to promote individual and team excellence both in and out of the water. Our senior group athletes lead our entire program and our goal is to develop first class citizens.

As a swimmer/athlete member of TIDE Swim Team, I agree to abide by the standards of conduct outlined below during the time I am participating with TIDE during the current competition year and until I either resign or graduate from the team:

**TIDE Swim Team Code of Conduct:** All swimmers are expected to behave in an exemplary manner and will display proper respect and sportsmanship towards fellow team members, fellow competitors, coaches, officials, parents, facility staff, and the public at all times. As representatives of TIDE Swim Team, Virginia Swimming and USA Swimming, members of TIDE should always act with respect and with positive support towards coaches, swimmers, officials and the greater swimming community. Behavior that reflects poorly on TIDE Swim Team will not be tolerated.

1. Team members will not engage in any inappropriate physical contact. A swimmer will not interact with another swimmer in a manner that they would not be willing to use with any teammate of either gender.
2. Team members will not use obscene, profane, or abusive language in the presence of any swimmer, parent, or coach during or traveling to/from practices, meets, or team activities.
3. Team members will respect the host personnel at our host swim meet facilities and abide by all rules concerning use of those facilities.
4. Team members are prohibited from possession and use of illegal substances and/or use of tobacco and alcohol. Likewise, swimmers will not abuse prescription or non-prescription drugs.
5. Team members will refrain from all illegal or inappropriate behaviors that would detract from a positive image of the team or be detrimental to its performance objectives, which would include but is not limited to "deck changing" and possession of pornography.
6. At swim meets, all swimmers will adhere to team travel standards of conduct.
7. All swimmers will follow the directions of the coaching staff and/or chaperones when under team supervision.
8. All swimmers will follow the USA Swimming and Virginia Swimming recruitment policies.
9. Bullying is prohibited. The severe or repeated use by one or more TIDE Swimming members of an oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other Member that has the effect of:
  - Causing physical or emotional harm to the other member or damage to the other member's property.
  - Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property.
  - Creating a hostile environment for the other member at any TIDE/USA swimming activity.
  - Infringing on the rights of the other member at any TIDE/USA Swimming activity.
  - Materially and substantially disrupting the training process or the orderly operation of any TIDE/USA Swimming activity.

10. The coaching staff and the TIDE Board/Safe 4 Athletes Welfare Advocate has the final word on any rule.
11. Failure to comply with this Code of Conduct may result in, but not necessarily be limited to, any of the following actions:
  - Swimmer restricted from participating in some or all team activities.
  - Swimmer sent home at the swimmer's expense.
  - Swimmer suspended or completely removed from the TIDE program.

## **TIDE Social Media Policy**

In the electronic age in which we live, every member of TIDE (Coaches, Parents, and Athletes) needs to be aware of the far-reaching effects of data posted to websites, email, and other electronic media. This includes photos posted to websites, text messages that contain inappropriate language or information that is private or confidential, blog sites, and messages posted to sites like Twitter, Facebook, Instagram, Vine, etc. The content and intent of all electronic communications must adhere to the USA Swimming Code of Conduct regarding Athlete Protection.

TIDE coaches and board members cannot monitor all of our members' social media accounts. What the TIDE coaching staff and board members can and will do is work to educate the parents, athletes, and membership on best social media practices.

We, as your coaches, do not want to have any team member's future or career jeopardized due to a careless or thoughtless impulsive action. We all recognize that the words and photos that we post on-line are there for everyone to read and view.

We have seen the high price that people pay for careless mistakes and poor choices.

Before posting anything to the Internet or texting to someone, we would like each TIDE member to ask him or herself the following questions:

1. Would I send this message or photo to my parents?
2. Would I send it to my coach or teachers?
3. Would I send it to my pastor, priest, rabbi or other religious leader or mentor?

With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication is **T**ransparent, **A**ccessible and **P**rofessional.

1. ***Transparent:*** All electronic communication between coaches, parents, and athletes should be transparent. Your communication should be clear and direct, free of hidden meanings and expectations.
2. ***Accessible:*** All electronic communication between coaches, parents, and athletes should be considered a matter of record and part of Club records. Whenever possible include another coach or parent in the communication so there is no question of the accessibility.
3. ***Professional:*** All electronic communication between coaches, parents, and athletes should be as a professional representing the Club. This includes word choices, tone, grammar, and subject matter that model the standards and integrity of the TIDE program.

If your communication meets all three of the **T.A.P.** criteria, then it is very likely that the methods of communicating that you are choosing are appropriate. If you cannot answer "yes" to all of the above questions, perhaps you should hit the "delete" button. Your future is too important to be affected by an action that is impulsive and rash.

Violations to this code of conduct should be reported to a coach, TIDE Board Member and the Safe 4 Athletes Welfare Advocate.

Upon notification of any violation of the Code of Conduct, the coaches and/or the TIDE Board/Safe 4 Athletes Welfare Advocate shall investigate the circumstances of the violation (as necessary) and notify the swimmer and his or her parent(s). The swimmer shall promptly be given the disciplinary action decided upon for the violation.

All coaches, athletes, and parents will abide by the rules outlined in the Safe 4 Athletes handbook. On the TIDE Swimming website there is a "What Every Athlete Should Know" document and "What Every Parent Should know" as well as a link to the Safe 4 Athletes website where the handbook can be accessed electronically.

All coaches, athletes and parents will abide by USA Swimming's Safe Sport program. The details of this program can be found on the USA Swimming website.

My signature below constitutes unconditional agreement to comply with the TIDE Code of Conduct.

Swimmer Signature\_\_\_\_\_

Swimmer Name (printed)\_\_\_\_\_

Date\_\_\_\_\_

Parent/Guardian Signature\_\_\_\_\_

Parent Name (printed)\_\_\_\_\_

Date\_\_\_\_\_