

Dartmouth Crusaders Swim Club

Code of Conduct Policy

DCSC will provide an environment in which all members are treated with respect.

Further, DCSC supports equal opportunity and prohibits discriminatory practices.

Members of DCSC and participants in DCSC's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of DCSC. Conduct that violates these values may be subject to sanctions pursuant to DCSC's Discipline Policy.

DCSC Member refers to all categories of members in the DCSC, as well as to all individuals engaged in activities with or employed by DCSC, including, but not limited to, swimmers, coaches, assistant coaches, parents or guardians of swimmers, officials, volunteers, directors, organizers, volunteers, staff, administrators and employees (including contract personnel).

All DCSC members have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of members and participants of DCSC by:
 - Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, staff and members;
 - Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
 - Ensuring that the rules of the sport and the spirit of such rules are adhered to.
2. Abstain from the use of alcohol while participating at DCSC athletic events.
3. Take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with DCSC events.
4. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
5. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct, directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.
6. Refrain from any behaviour that constitutes sexual harassment, where sexual

harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing

7. performance, or such conduct creates an intimidating, hostile or offensive environment;
8. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of DCSC, as adopted and amended from time to time, including complying with any contracts or agreements executed with DCSC.

In addition to the above, Coaches will have a responsibility to:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes;
2. Avoid compromising the present and future health of athletes by communicating and cooperating with registered medical practitioners in their diagnosis, treatment and management;
3. Educate athletes about the dangers of drugs and performance-enhancing substances;
4. Accept and promote athletes' personal goals and refer to other coaches and sports specialists as opportunities arise;
5. Communicate and cooperate with the parents/guardians of athletes who are minors and involve them in decisions pertaining to their child's development;
6. Consider the academic pressures placed on student-athletes and conduct practices and events in a manner that supports academic success.

Athletes who have been selected to a representative team of DCSC will have an additional responsibility to:

1. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to train or compete;
2. Participate in all competitions, events or projects to which the athlete has made a commitment;
3. Adhere to DCSC's or the sponsoring body's requirements regarding clothing and equipment.
4. Adhere to the sponsoring body's additional requirements regarding conduct and discipline.