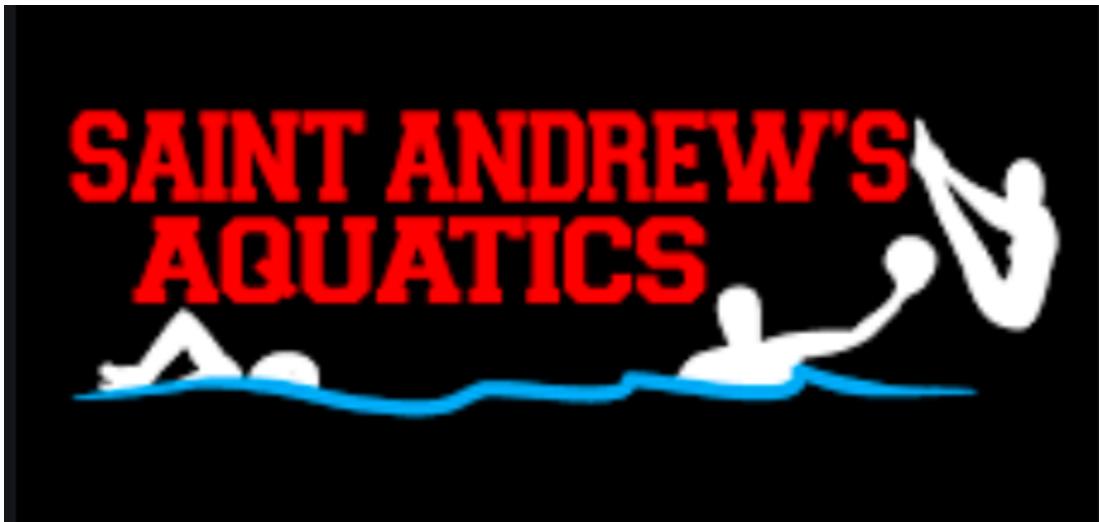


Athlete Code of Conduct



Saint Andrews Aquatics code of conduct ensures every member of the club represents the team and themselves in a positive manner. The following Code is in effect throughout the year.

1. SAA team members' exhibit good sportsmanship at all times. SAA team members win gracefully, and lose graciously and congratulate their opponents in either case.
2. SAA athletes are respectful of their peers, coaches, officials, parents and facilities at all times.
3. SAA team members do not illegally consume or purchase alcohol, smoking or chewing tobacco, or use of any other illegal drug or USOC banned substance of any kind. In addition, any team member found or suspected to be in the **presence of others** (regardless of team affiliation) participating in any of the above illegal activities will be subject to the same punishments and potential expulsion from SAA.
4. The use of audio or visual recording, including a cell phone camera, is not allowed in changing areas, restrooms or locker rooms at any time.

SAA's disciplinary procedures will apply to any team member violating the swimmer code of conduct.

Social Media and Electronic Communication Policy

As a representative of the Saint Andrews Aquatic Club you have the responsibility to portray your team and yourself in a positive manner. In addition to the agreed upon behaviors in the swimmer/parent Codes of Conduct, if you participate in any electronic communications (e.g., texting, e-mail) interact on a social networking site(s), or use social media (e.g., Twitter, Facebook, Instagram, Snapchat) you must avoid inappropriate and offensive behaviors. If a club representative's social media profile and its contents or other electronic communications are found to be inappropriate in accordance with the behaviors listed below, he/she will be subject to disciplinary action in accordance with the clubs disciplinary procedures (swimmers) or the parent code of conduct.

Examples of inappropriate and offensive behaviors may include, but are not limited to, depictions or presentations of the following:

- Photos, videos, and comments that are of sexual nature. This includes links to websites of a pornographic nature and other inappropriate materials.
- Photos, videos, comments or posters showing the personal use of alcohol, drugs and tobacco.
- Content online that is unsportsmanlike, derogatory, demeaning, defamatory, or threatening to any other individual or entity.
- Any communications including posts depicting or encouraging unacceptable behaviors such as violent or illegal activities (for example, sexual harassment, vandalism, underage drinking, or illegal drug use).

Any form of electronic communication between athletes and coaches is strongly discouraged. Under certain rare circumstances, electronic communication may be necessary for activities related to the club. Whether a coach initiates contact with an athlete via electronic communication, or replies to contact *from* an athlete, the coach's communication must include either another coach or a parent/guardian.

- ***Parents/Guardians acknowledge that being included in any electronic communication with a coach is for informational purposes only.***
- ***Example of a coach initiating contact with an athlete:*** At a large national meet, a coach may need to text an athlete that he or she has advanced to a finals evening session due to scratch. This policy requires that the communication from the coach must directly include another coach or one of the parents/guardians of the athlete.
- ***Example of an athlete and initiating contact with the coach:*** an athlete knows that he or she will be late to practice after school, and decides to text the coach. If the athlete texts the coach, then any reply from the coach should include the athletes parent/guardian other coach.

Remember:

- Positive image and don't do anything to embarrass yourself, your team, your family or the club.
- The Internet is permanent. Anything posted online is available to anyone. Any content you post is completely out of your control the moment it is placed online, even if you limit viewer access to such accounts.
- Don't post anything you wouldn't want your coaches or parents/guardians to see.
- Your social media content can and will be reviewed by both potential higher education schools and potential employers.

SAA Disciplinary Procedures

The following disciplinary procedures will apply to all behavior occurring during or an activity or function associated with Saint Andrews Aquatics including but not limited to; some practice, some meets, team trips, team outings, for individual group outings. This procedure may also address objectionable behavior by members of Saint Andrews Aquatics current club activities.

Unacceptable behavior at Saint Andrews Aquatics, competitions and team functions that include, but are not limited to; possession or use of tobacco, minus after vandalism, being disruptive practices, or meets, or others, littering, and other acts of misconduct as determined by the coaching staff.

Disciplinary procedures:

Handled by the coaching staff (parents will be involved if anticipated disciplines will result in suspension).

Recommended discipline:

- As determined by the coaching staff (including but not limited to, cleanup duties, suspension from practice, and/or suspension from meet(s)).
- During all investigations into allegations of offenses, involving questioning or interviewing of the subject swimmer, apparent, or guardians of such swimmers shall be present.
- All disciplinary decisions made by coaches are final and cannot be appealed

High school athletes:

During the high school swim season, Saint Andrews Aquatics disciplinary procedures govern athlete behavior when an athlete is participating as a member of the high school swim team. The athletes high school season ends at the conclusion of their final high school swim meet

Hazing and Anti-Bullying Policy

The purpose of this policy is to maintain a safe learning and team environment for all athletes and staff members at Saint Andrews Aquatics

Examples of hazing and bullying activities:

“Hazing” refers to any activity expected of someone joining a student organization that you humiliated, did grades or risk emotional and or physical harm, regardless of the persons willingness to participate.

“Bullying” is an activity that intimidates or threatens the student with ostracism; that subjects a student to extreme mental stress, embarrassment, shame or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining on swim club

Hazing or bullying is an activity that causes her requires the student to perform a task that involves violation of state or federal law, club or USA Swimming policies or regulations

It's not difficult to decide if an activity is "bullying" if you use common sense. Ask yourself the following questions:

- Will active/current members of the group refuse to participate with the new members and do exactly what they're being asked to do?

- Does the activity risk emotional or physical abuse?
- Is there a risk of injury or a question of safety?
- Is the purpose of the activity to embarrass, demean or humiliate the person?
- Do you have any reservations describing the activity to your parents or a coach?
- Would you object to the activity being photographed for the newspaper or filmed by the local TV news crew?

If the answer "Yes", the activity is probably hazing or bullying.