

## **(Club Name) Code of Conduct**

(Club Name) members accept that the opportunity to participate in club activities is a privilege and as such shall conduct themselves with integrity and in a sporting manner. In matters relating to Masters Swimming, members shall respect and protect the privileges of others who share and participate in club activities. Therefore, the privileges of membership and participation may be withdrawn or denied if the conduct of a member or prospective member is inconsistent with the mission of the club, U.S. Masters Swimming, or the best interest of the sport and those who participate in it.

All members are expected to maintain an environment of respect free from harassment and intimidation. They shall refrain from publicly judging, criticizing, or otherwise creating a hostile environment. Physically or verbally abusive behavior is unacceptable at the pool, any (Club Name)–sponsored activity, or event.

Members shall obey all club, facility, and government-imposed rules, and share the pool responsibly and courteously.

Members shall respect the decisions and judgment of the coach. In the event of a dispute, the member will first speak to the coach to resolve the issue. If resolution isn't reached, the member may file a written grievance to the (Club Name) board of directors or other club leadership identified for the purpose of receiving and reviewing grievances.

If resolution isn't reached with the (Club Name) board of directors or other club leadership, the member may file a grievance with the Local Masters Swim Committee Chair. If further resolution is needed beyond the LMSC Chair, the member may file the grievance or make an appeal to the USMS National Board of Review. See Article 403 in the USMS rule book.

Unsporting conduct that will result in disciplinary action includes:

1. Any act of fraud, deception, dishonesty, or knowingly providing false information
2. Any intentional nonconsensual physical contact, obscene language or gestures, or other threatening language or conduct directed toward other club members, coaches, facility staff, volunteers, and any other person participating in any capacity whatsoever in the affairs and activities of (Club Name)
3. Any nonconsensual sexual conduct, pattern of unwelcome sexual advances, or other inappropriate sexually oriented behavior or action by a club member toward another club member or any other person participating in any capacity whatsoever in the affairs or activities of the (Club Name)
4. Any form of harassment, hazing, or bullying
5. Aiding or abetting another to engage in any of the foregoing violations

### **Violation of the Code of Conduct**

The coach is responsible to discipline members for violations of the Code of Conduct. It is expected that the coach will use reasonable judgement based on the following:

1. The nature and severity of the conduct
2. Any prior disciplinary actions regarding the member
3. The adverse effect of the conduct on other members
4. The application of the Code of Conduct

### **Penalties for Violation of the Code of Conduct**

Any violation of the Code of Conduct as determined by the coach or (Club Name) board of directors or other leadership determined by the club (list here) may result in the following penalties and notifications:

1. Private verbal reprimand
2. Removal from a practice or club activity (one time)
3. Suspension from practices or club activities (length of time)
4. Revocation of club membership
5. Notification to USMS of violations under Article 402 of the USMS rule book
6. Notification to the local authorities should the violation be illegal or criminal in nature

I hereby agree to accept the terms and conditions of this Code of Conduct.

Print Name:

Signature:

Date:

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