CCC Code of Conduct

I, as an independent contractor of CCC Swimming, have read and agree to the following:

I. Members' ethical duties to students, staff, families, and general public:

A. Safety

(1) Members shall, at all times, operate their lessons with the utmost regard and concern for the health, safety and well-being of the students, staff, families and general public.

(2) Members shall be proactive in maintaining their health so that they are clean and safe for students, staff, families and the public.

(2A) Members shall adhere to all local, state and federal guidelines with respect to health, safety and well-being including but not limited to health and safety codes, building codes, fire codes, the American Disabilities Act, and other guidelines and regulations that affect the safety of the facility and its operations.

(3) Members shall ensure that all personnel and potential personnel are properly screened, trained, and qualified to work with the public, in their various capacities, and particularly with children.

(3A) Members shall ensure that teachers are screened, trained and qualified to teach the courses, age groups and types of students assigned – and that assistant teachers are screened, trained and qualified to assist in the courses, age groups and students assigned.

(3B) Members shall not have, nor employ individuals who have, a prior criminal conviction that directly relates to the potential safety of students, staff, families and guests at the swim school, including but not limited to criminal convictions for sexual misconduct, assault, battery, kidnapping, sexual exploitation, contributing to the delinquency of a minor, and other crimes involving the safety and well-being of students, children, staff and the public.

(4) Members shall not employ teaching methods that deliberately and/or repeatedly subject a child or student to pain, or unnecessary and/or unreasonable fear or distress. While embracing and accepting a wide variety of teaching methods and practices, the USSSA does not endorse or accept any teaching method or curriculum that is based in whole or in part on aggressive teaching objectives or methods that incorporate, encourage or tolerate the infliction or suffering of pain; or unnecessary, unwarranted fear, distress or danger.

(5) Instructors shall insist upon the fact that the student's parent(s) be present during the lesson in order to maintain a safe atmosphere for both the student and the instructor, should this not occur, it is the liability of the instructor, not of CCC Swim nor Jarrod Carmody.

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(6) CCC Swimming, Jarrod Carmody, and the instructors are not liable in any shape, fashion, or form for injuries (including but not limited to minor cuts and scrapes, injuries as a result of falls, drowning, concussions, death) or any other injury (physical or emotional) of any sort that may occur during, directly before, directly after, or as a result of the lesson. The parental guardian is solely responsible for the ultimate safety of their child regardless of any circumstance. Should the parental guardian choose to stay indoors or out of sight of the lesson, the instructor, CCC Swim, and Jarrod Carmody are not liable for anything that may occur while the parent is not directly present within a reasonable visual field. Each of the previous statements also applies to lifeguarding parties.

B. Quality

(1) Members shall strive to provide quality lessons and excellent service through employing standards of excellence in all aspects of aquatic education, including but not limited to hiring, training, continuing education, curriculum development, customer service, student progression, communication, interpersonal relations, etc.

C. Respect

(1) Members and Sponsors/vendors shall treat students, families and the community with the utmost of courtesy, respect and professionalism.

(2) Members and Sponsors/vendors shall respect and be responsive to the individual differences and needs of students and families and the community.

(3) Members and Sponsors/vendors shall meet all legal, ethical and moral obligations in serving individuals and groups with different needs, abilities and challenges.

(4) Members and Sponsors/vendors shall not discriminate on the basis of race, color, creed, sex or national origin, in the process of accepting, teaching, or interacting with students and families and the public.

D. Honesty/Integrity

(1) Members and Sponsors/vendors shall treat students, customers, families and the public with honesty and integrity in all communications and dealings.

(2) Members and Sponsors/vendors shall not mislead students, customers or the public through false, exaggerated or misleading claims, statements, advertising, promotions, or recommendations related to but not limited to the swim school’s or competing company’s services, history, individual employees’ or owners’ experience or achievements, pricing, location, scheduling, or competitors, etc.

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E. Confidentiality

(1) Members and Sponsors/vendors shall honor, respect and proactively safeguard confidential information related to students and customers, including but not limited to personal confidential information, identity information, medical information, financial information, sensitive information, etc.

II. Members' and Sponsors/vendors ethical duties to the Learn-to-Swim Industry, other swim schools, and the United States Swim School Association:

A. Members and Sponsors/vendors owe a duty of care to represent the Learn-to-Swim Industry in a respectable and professional manner by providing quality swim lessons or products in a safe, productive and positive environment.

B. Members and Sponsors/vendors shall be proactive in procuring and maintaining knowledge, education and competency in matters related to swimming, teaching swimming, relevant and current laws and standards of care in business operations, and other areas of import to the responsible and ethical operation of the member's swim school or business and to the professional relationships within the industry and CCC.

III. The Contractor Relationship: Duties of care owned by members/owners/contractors to other contractors.

A. Members and Sponsors/vendors shall maintain an honest, fair and equitable employment relationship with employees and shall treat all employees with professionalism and respect.

B. Members and Sponsors/vendors shall adhere to local, state and federal laws and regulations applicable to employers and/or related to the employment relationship.

C. Each instructor, upon date of hire, is entering into a non-compete agreement. Under no circumstance is an instructor to teach swim lessons with known CCC customers on their own without express written permission of CCC Swim. All swim lessons are to be taught solely under CCC Swim. This non-compete extends 2 years after the date of hire. Any violation could result in legal action.

D. Each instructor is an independent contractor for IRS and liability purposes, their actions and ideas represent themselves and not the company as a whole.

E. Members and Sponsors/vendors shall honor, respect and proactively safeguard confidential information related to employees, including but not limited to personal confidential information, identity information, employment information, medical information, financial information, sensitive information, etc.

IV. By signing below, I hereby agree to all the terms listed above into perpetuity.

CCC Code of Conduct

Adopted 06/20/2024

Name of Signee ____Dominic_____Ricketts_____Andre_____
First Last MI

Signature of Signee _  _____ _6/12/25_
Date

Signature of Owner _____ _____
Date