

PARENT CONDUCT POLICY

Purpose

The purpose of this contract is to provide parents with information that the MAC staff knows is crucial to the well being and success of your swimmer, and your swimmer's best interests were considered heavily when this contract was created. The aim is to facilitate a club environment that is supportive of swimmers, families and coaches.

The decision to join MAC was voluntary, and all members must abide by the policies and rules in order to continue participating in our organization. At any time, and for any reason, a voluntary member can elect to leave the organization. Likewise, the organization can ask a voluntary member to leave the organization if the voluntary member does not comply with the policies and procedures of the organization. This creates a healthy and constructive environment for your children to learn and grow as student-athletes, not solely as swimmers.

Definition of Inappropriate and/or Unacceptable Behavior

The following behaviors are considered inappropriate for optimal club functioning and swimmer development. Inappropriate behaviors include, but are not limited to:

1. Gossiping, using profanity, demeaning, or defaming another person, or otherwise acting in a manner that could negatively impact the self-esteem of a coach, swimmer, or parent. Using profanity on the deck is included.
2. Engaging in negative humor or banter that may intimidate, offend, or demean another person.
3. Inappropriate physical contact or the threat of physical contact with a coach, swimmer, or parent. This includes physical abuse, fighting, and inappropriate touching. This will be grounds for immediate parental suspension from the team.
4. Use of tobacco, alcohol or illegal drugs while acting in an official capacity for the club, i.e. chaperone or driver. This will be grounds for immediate parental suspension from the team.
5. Use of the MAC roster and/or other confidential information to promote an individual business or other interests.
6. Attending meets not listed on the MAC meet schedule without prior approval from your site coach. We carefully put together the meet schedules with an average of 1 meet a month for each level. We make every attempt to incorporate out-of-district meets and to bring in out-of-district competition for our athletes.

7. Attending practices with other clubs/organizations/individuals outside the parameters of your group. We structure our workouts to meet the needs of all our swimmers. They focus on certain aspects of the sport, building over time. Over-training is not productive to the longevity of the sport. Working out in excess of the swimmer's established training program can be

detrimental to long-term success. (Ex: Training with parents outside of the regular practice schedule; Strength training without the knowledge of your present coach; Double practices unless approved through the senior program; Training with another team or coach outside your normal practice schedule.)

8. Out of town travel practices need to be approved, and if necessary, set up through your coach. Each year we have a number of athletes that train with MAC as they travel through the Bay Area. Our swimmers also have the ability to train with otherswim teams as their families take trips. Again, we would like these practices to be in line with the amount of time and the type of content that they normally receive with MAC.

9. Additional instruction outside of the normal practice schedule, if deemed necessary by your site coach, will be provided at a nominal cost on an available weekend or practice day. Outside lessons are a breach of this contract.

10. Swim camps should be approved by your coach. There are many excellent camps. Please keep the lines of communication open. We want the camp to be appropriate for the level of your athlete.

11. Using media for the sole purpose of analyzing stroke mechanics or performance is inappropriate. (Ex: Videotaping your swimmer for the purpose of instruction or coaching; Using swim videos as an avenue to educate your swimmer; Using videos for comparison of stroke technique can be damaging. Many elite athletes do things that we do not teach our swimmers. If you view these videos, view them for the pleasure you get from watching elite athletes perform, not for instruction.)

12. Coaching your swimmer at practice or at competitions. Coaching is defined but not limited to discussing mechanics, race pace, and stroke technique. We look to say, "You love them, we will shove them!" Coaches will discuss race strategies and techniques with them, and your role is to be their biggest important fan.

13. Accompanying your swimmer to the coach's table before or after races is not allowed. We are trying to teach our swimmers to "own" their sport. Younger swimmers may be escorted to the coaches, but we request that you allow coaches private time with your athlete.

14. Bribing or similarly inappropriate reward systems for athletes. If athletes are not intrinsically motivated, then they will not survive the sport. External motivation should come in the form of support and love.

15. Inappropriate post race behaviors violate the values of the team, which include negative comments about your swimmer, negative comments about another athlete,

and/or negative comments about their race performance. Please also be aware of your body language at competitions and practice.

Consequences of Inappropriate and/or Unacceptable Behavior Our coaches have the authority to give voluntary members verbal warnings for inappropriate and/or unacceptable behavior. Failure to adhere to those warnings may result in termination of your voluntary membership. The sole and exclusive decision whether a voluntary membership with MAC will be terminated rests with the team Head Coach. All voluntary memberships are terminable at will. Voluntary membership does not confer any right to a hearing or any appeal of a decision to terminate a membership.