

CEDAR RAPIDS AQUATICS ASSOCIATION

Code of Conduct

FOREWARD

All CRAA swimmers, coaches, parents and volunteers are reminded that when attending practices, competing in meets, traveling on team trips, and attending other CRAA-related functions, they are representing both themselves and CRAA. The behavior of CRAA members must positively reflect the high standards of the club.

- All CRAA members must display proper respect and sportsmanship towards all coaches, officials, administrators, teammates, competitors and the public at all times.
- CRAA members will refrain from illegal and inappropriate behavior that would detract from a positive image of the team or be detrimental to performance objectives.
- At CRAA events, the possession or use of alcohol or tobacco products by any athlete is prohibited.
- At CRAA events, the possession, use, or sale/distribution of any controlled or illegal substance or any form of weapon is strictly forbidden.
- “Deck Changes” are not permitted at any time by CRAA members. Members are expected to use available facilities when changing into or out of swim suits.
- CRAA members should use appropriate language. Swearing and inappropriate gestures will not be permitted at any time. Additionally, members should not say comments that could be deemed as hurtful to another individual, teammate, competitor, coach, or official.

ARTICLES

1. Principles of Conduct

Cedar Rapids Aquatics Association (CRAA) operates under the principle that all adult members will govern themselves and their children with politeness and respect for all other members and families, participants (swimmers), coaches and the CRAA Board members. Each is entitled to be treated with dignity and respect. Participants, families, coaches and officials at swim meets, whether or not affiliated with CRAA, are worthy of the same degree of respect. In order to foster this respectful attitude and to encourage the same in those with whom CRAA competes, these rules are promulgated.

2. Application of Rules

These rules govern all CRAA members, participants and family members who attend any CRAA function. A CRAA function is defined as any practice, meet (at home or away), meeting of members, the board or committees and any CRAA social event.

3. Adoption by the Board

The rules are promulgated by the CRAA Board of Directors for the purpose of establishing a “Code of Conduct” that supports the principles of sportsmanship and teamwork and reinforces CRAA’s Mission Statement, Articles and by-laws. They are subject to amendment and interpretation by the Board at any time without notice. The rules are intended to be self-enforcing; however, they may be enforced

as appropriate or when necessary at the discretion of the Assistant or Head Coach, the President or Board of Directors.

4. Participant Behavior

All participants are expected to demonstrate an attitude of respect at all times for each other and other teams members, for all coaches and officials and for all parents and other adults. They shall accord the Head Coach and Assistant Coaches and all officials the respect and authority due their position. Responsible and respectful behavior is due from each participant at practices as well as meets, while traveling and at all CRAA sponsored functions and activities. Specific attention is directed to the following behavioral requirements:

a.) *Public Remarks*

Participants are representatives and ambassadors of CRAA; as such they must show the utmost respect and courtesy to each other and to coaches and officials at all times. Any problems with a coach, official, parent or another participant shall be addressed privately.

b.) *Practice*

Participants shall be on time for practice and meet warm-ups. While practice sessions may sometimes be less formal than meets and other gatherings, participants shall continue to behave respectfully toward coaches and other participants and shall not argue or publicly criticize them at practice.

c.) *Volunteers*

Volunteers are essential to the success of CRAA. They serve in volunteer positions as officers, directors and officials on various boards and committees, they participate or lead meetings and they serve as directors, officials and workers at swim meets and other functions. As such, they are bound to the same rules of conduct as participants and officials. They are subject to the direction of the Board of Directors, Head Coach, Meet Director or Meet Officials as appropriate for the assignment.

5. Authorities and Procedures

a.) *Authority of the Head Coach*

The Head Coach or Assistant Coach in charge of a CRAA event has the authority to manage the participants, the meet entries and the team in general. The Head Coach has the authority in all matters involving behavior and discipline of the participants. The Head Coach will take any action reasonably deemed necessary to properly conduct team practices, meets and other functions for which the Head Coach is responsible and to enforce the rules of CRAA and USA Swimming. Corrective action methods may include, but are not limited to: "time out" methods, parent-coach conferences, suspension from one or more practices, scratching a meet entry or entries and conditioning further participation in meets or practices upon suitable corrective action or behavior. No discipline shall violate applicable USA Swimming, Iowa Swimming Inc., or other applicable rules governing swimmer eligibility.

b.) *Authority of the Board of directors*

The Board of Directors of CRAA has overall authority for the establishment and amendment of all Articles, by-laws, rules and regulations, including this Code of Conduct governing CRAA meetings, functions and activities. In this regard, it may act either formally or informally at its discretion upon any complaint, appeal or rules infraction; in addition, it shall determine, if necessary, whether an appeal is timely or appropriate. It may adopt any reasonable method or procedure in considering the complaint or appeal; but at all times it shall strive to be fair and impartial in all matters brought before the Board. The Board may delegate to any officer or CRAA member or committee the power to hear, decide and resolve such matters; but suspension or expulsion will require majority approval of the CRAA Board of Directors and the Head Coach.

c.) *Complaint Procedure*

Complaints or observations of rules infractions should be directed to the coach in charge, the Head Coach, or, in non-swimming functions, to any Board member. If the issue involves the coach, the matter may be referred to the Board, but members are encouraged to resolve matters with the coach, if possible. Disciplinary measures taken by the Head Coach shall be presumed to be reasonable and final, unless a timely appeal is made to the Board of Directors. The Board may elect to affirm the coach's decision without a formal hearing and/or it may elect on its own to initiate an inquiry into any matter related to conduct.