

Cascade Swim Club Code of Conduct

Purpose

The purpose of this Code is to ensure a safe and positive environment with Cascade Swim Club (“Cascade” or the “club”) programs, activities, and events by making individuals aware that there is an expectation, at all times, of appropriate behavior and behavior that is consistent with the values of Cascade that include respect, integrity and commitment, and that there are repercussions for inappropriate or illegal behavior.

Cascade supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect. Conduct that violates this Code may be subject to disciplinary actions pursuant to Cascade’s Disciplinary Procedure Policy.

Application

This policy applies to all individuals participating in club activities including but not limited to swimmers, parents, volunteers, staff and officials (collectively, “Participants”). All parents and competitive members over the age of 11 will be required to sign and acknowledge this policy.

This Code also applies to conduct outside of Cascade’s business, activities, and events when such conduct adversely affects relationships within the club, (and its work and sport environment) or is detrimental to the image and reputation of the club. Such applicability will be determined by Cascade, at its sole discretion.

Zero Tolerance Statement

Cascade has zero tolerance for any type of abuse and supports a sporting environment where all members can participate safely and free from any harm. Members are required to report instances of abuse or suspected abuse to Cascade to be immediately addressed under the policies of the club.

Conduct that is legally required to be disclosed to law enforcement, including, but not limited to, suspected cases of child abuse or neglect, will be referred immediately upon knowledge to local law enforcement. Additionally, in alignment with Cascade’s Disciplinary Procedure Policy, members may be temporarily suspended pending the outcome of the matter.

Responsibilities, Guidelines and Procedures:

Cascade takes a great deal of pride in the behavior and conduct of all Participants in its activities. All Participants are expected to:

1. Comply with all Cascade Bylaws, Policies and Procedures
2. Maintain and enhance the dignity and self-esteem of Swim Alberta Members and other individuals by:

- a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status.
 - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members.
 - c. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
 - d. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
 - e. Consistently treating individuals fairly and reasonably.
 - f. Ensuring adherence to the rules of swimming and the spirit of those rules.
3. When interacting with vulnerable individuals, or with individuals with whom there is a recognized power of authority or trust that exists, the individual in the Position of Trust is required to enact practical approaches to these interactions. These include, but are not limited to:
 - a. Limiting physical interactions to non-threatening or non-sexual touching (i.e. High-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.).
 - b. Ensuring the vulnerable individuals are always supervised by more than one adult
 - c. Ensuring that more than one person is responsible for team selection (thereby limiting the consolidation of power onto one individual).
 - d. Including parents/guardian in communication
 - e. Ensuring that parents/guardians are aware that some non-personal communication between individuals and vulnerable individuals (e.g. coaches and athletes) may take place electronically (e.g. texting) and that this type of communication is now considered to be commonplace, especially with other older vulnerable individuals (e.g. teenagers). Note that such communication is subject to this Code of Conduct and Cascade's Social Media Policy.
 - f. Ensure transportation of vulnerable individuals is with others present.
 - g. Ensure accommodations of vulnerable individuals are not shared unless there is additional adult supervision or others present.
4. Refrain from any behavior that constitutes bullying, including cyberbullying.
 - a. Bullying can be defined as intentional and aggressive behaviour occurring repeatedly against a victim where there is a real or perceived power imbalance, and where the victim feels vulnerable and powerless to defend himself or herself. The unwanted behaviour is hurtful: it can be physical, including hitting, kicking and the destruction of property; verbal, such as teasing, insulting and threatening; or relational, through the spreading of rumours and exclusion from a group. Bullying usually occurs without provocation.
 - b. Cyberbullying includes actions that use information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group that is intended to harm another. Cyberbullying involves the posting or

sending of electronic messages, including pictures or videos, aimed at harassing, threatening or targeting another person.

5. Refrain from any behavior that constitutes abuse. Abuse refers to violence, mistreatment or neglect one may experience while in the care of someone they depend on or trust. Types of behavior that constitute abuse include, but are not limited to:
 - a. Physical abuse
 - b. Sexual abuse
 - c. Neglect including failing to provide for an individual's physical, psychological or emotional development and well-being.
 - d. Emotional or Psychological injury or abuse including aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing an individual to violence.

6. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - a. Written or verbal abuse, threats, or outbursts.
 - b. The display of visual material which is offensive or which one ought to know is offensive in the circumstances.
 - c. Unwelcome remarks, jokes, comments, innuendos, or taunts.
 - d. Leering or other suggestive or obscene gestures.
 - e. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - g. Any form of hazing defined as any potentially or actual humiliating, degrading, abusive, or dangerous activity expected of an athlete by a more senior individual, which does not contribute to any positive development, but is required to be accepted as part of a team, regardless of the athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability.
 - h. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
 - i. Retaliation or threats of retaliation against an individual who reports harassment to Cascade.

7. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include but are not limited to:
 - a. Sexist jokes.
 - b. Display of sexually offensive material.

- c. Sexually degrading words used to describe a person.
 - d. Inquiries or comments about a person's sex life.
 - e. Unwelcome sexual flirtations, advances, or propositions.
 - f. Unwanted contact.
8. Refrain from any behavior that constitutes violence, where violence is defined as the exercise of physical force by a person that causes or could cause physical injury; an attempt to exercise physical force against an individual that could cause physical injury to the individual; or a statement or behavior that an individual may reasonably interpret as a threat to exercise physical force against the individual. Types of violent activities include but are not limited to:
 - a. Verbal threats to attack.
 - b. Sending or leaving threatening notes or electronic communication.
 - c. Making threatening physical gestures.
 - d. Wielding a weapon.
 - e. Hitting, pinching or unwanted touching which is not accidental.
 - f. Throwing an object.
 - g. Blocking normal movement or physical interference with or without the use of equipment.
 - h. Sexual violence.
 - i. Any attempt to engage in the type of conduct outlined above.
9. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Cascade adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to Cascade's Discipline Policy. Cascade will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Swim Alberta or any other sport organization.
10. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of swimming, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).

Board/Committee Members and Staff

In addition to the Responsibilities, Guidelines and Procedures outlined above, Board Members, Committee Members, and Staff will have additional responsibilities to:

- a. Function primarily as a member of the board and/or committee(s) of Cascade; not as a member of any other particular member or constituency.
- b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Cascade business and the maintenance of Member confidence.

- c. Ensure that Cascade's financial affairs are conducted in a responsible manner with due regard for all fiduciary responsibilities.
- d. Conduct themselves professionally, lawfully and in good faith in the best interests of Cascade.
- e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
- g. Keep informed about Cascade activities, the provincial swimming community, and general trends in the sectors in which it operates.
- h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Cascade is incorporated.
- i. Respect the confidentiality appropriate to issues of a sensitive nature.
- j. Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- k. Respect the decisions of the majority.
- l. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- m. Have a thorough knowledge and understanding of all Swim Alberta governance documents.
- n. Conform to the bylaws and policies approved by Cascade, in particular this Code of Conduct as well as the Conflict of Interest Policy and Confidentiality Policy.

Coaching Staff

In addition to the Responsibilities, Guidelines and Procedures outlined above coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.
- b. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments. Govern, lead and support competitive swimming.
- c. Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.
- d. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- e. Act in the best interest of the athlete's development as a whole person.
- f. Respect other coaches and, should an athlete desire to change coaches, support and cooperate with the other coach in the exchange of information.
- g. Meet the highest standards of credentials, integrity and suitability,
- h. Report any ongoing criminal investigation, conviction, or existing bail conditions.

- i. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- j. Respect other athletes and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after solicited by the athlete or first receiving approval from the coaches who are responsible for the athletes.
- k. Not engage in a sexual relationship with an athlete.
- l. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport.
- m. Use appropriate language, taking into account the audience being addressed.

Coaches need to establish and follow procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

Athletes

In addition to the Responsibilities, Guidelines and Procedures outlined above athletes have additional responsibilities to:

- a. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, train, or compete.
- b. Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, events, activities, or projects.
- c. Maintain high standards of behavior, politeness, and sportsmanship at all times. consistently demonstrating sportsmanship, leadership and ethical conduct.
- d. Properly represent themselves and not attempt to enter a competition for which they are not eligible by reason of age, classification, or other reason.
- e. Never ridicule a participant for a poor performance or practice.
- f. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
- g. Dress in a manner representative of Cascade; designated official clothing, if applicable, must be worn when traveling and competing.
- h. Act in accordance with Cascade's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

Officials

In addition to the Responsibilities, Guidelines and Procedures outlined above, officials will have additional responsibilities to:

- a. Maintain and update their knowledge of the rules and rules changes.
- b. Work within the boundaries of their position's description while supporting the work of other officials.
- c. The majority of official positions are staffed by volunteers, who are often new to their roles and will likely require extra support. Regardless of the official's role

and responsibilities, all officials are to be helpful, offer mentorship and show respect in all interactions.

- d. Act as an ambassador of Cascade by agreeing to enforce and abide by Swimming Canada and Swim Alberta rules and regulations.
- e. Respect the rights, dignity, and worth of all individuals.
- f. Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of Cascade.
- g. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- h. Respect the confidentiality required by issues of a sensitive nature, which may include disqualifications, discipline processes, appeals, and specific information or data about Members.
- i. Promote a team spirit by respecting people's differences, valuing diversity of opinion, and working with others to achieve the best decisions for athletes in competitions.
- j. Dress in proper attire for officiating.

Parents/Guardians

In addition to the Responsibilities, Guidelines and Procedures outlined above, parents/guardians of athletes will have additional responsibilities to:

- a. Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence.
- b. Never ridicule an athlete for a poor performance or practice.
- c. Provide positive comments that motivate and encourage athletes' continued effort.
- d. Respect the decisions and judgments of officials and encourage athletes to do the same.
- e. Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport.
- f. Keep off the competition area and not interfere with events.

Swimmer Name Acknowledgment (Signature) Date
August 2022