

Terms and Conditions for Participation & Fee Structure

2021 / 2022

Appendix E: Rights & Responsibilities

The Duncan Swim Team is committed to inspire every person in its organization by providing opportunities to develop skills, knowledge and values necessary for each individual to become a capable and contributing participant in the swimming community.

A) Swimmers have the right to:

1. Be treated with respect and consideration
2. Feel safe in a caring environment
3. A high quality swim program which takes into account their individual strengths and needs
4. Express their ideas and opinions respectfully
5. Be supported in their overall development: physical, mental, emotional, technical, and spiritual, etc

Swimmers have the responsibility to:

1. Treat others with consideration and fairness while respecting their rights and feelings
2. Help establish a clean, safe environment by caring for all personal and Team property
3. Demonstrate positive attitudes toward learning
4. Participate actively in all aspects of their swim program
5. Report all violations of the Code of Conduct to an authority figure (Coach, parent, senior swimmer, Executive member)

B) Parents have the right to:

1. Be treated with respect and consideration
2. Be informed of their child's progress and be notified of any behaviour concerns
3. Have their child swim in a safe, friendly environment which builds self-esteem and a sense of belonging
4. Play an active role in their child's swimming development as Head Cheerleader

Parents have the responsibility to:

1. Discuss and assist their child in understanding this Code of Conduct
2. Encourage their child to respect the rights and feeling of others
3. Play an active part in their child's swimming and when their child enters the 'competitive arena', to play an active role as a volunteer at every competition
4. **Be their Child's biggest cheerleader and let the Coach coach**
5. Be in regular contact with their child's Coach
6. Report all violations of the Code of Conduct to the Coach or DST Executive member

C) DST Staff have the right to:

1. Be treated with respect and consideration
2. Work in a safe non-threatening environment free from harassment
3. Work in an environment supported by the Parents
4. Expect swimmers to participate and be involved in a productive manner
5. Expect Parents to take the lead with the Swimmer's development and **let the Coach be the Coach**

DST Staff have the responsibility to:

1. Provide the best swim program possible, accommodating individual swimmers' needs with consideration of each swimmer's personal commitment
2. Create and maintain order in a safe, nurturing environment
3. Deal with swimmers, parents, and peers in a fair and positive manner
4. Communicate with parents regarding each child's program and progress as necessary
5. Report all violations of the Code of Conduct to the Head Coach who will liaise with the Board of Directors