CHARLEVOIX STINGRAYS SWIM TEAM

HANDBOOK

Updated September 2026

Table of Contents

Welcome ..... **P. 3**

Mission & Philosophy ..... **P. 4**
- Charlevoix Area Community Pool Mission Statement
- Stingrays Mission

Pool & Facility Policies ..... **P. 4**
- Charlevoix Area Community Pool Rules
- Locker Room Expectations
- Equipment Use & Care
- Lost and Found

Health & Safety ..... **P. 6**
- Medical Information & Emergency Care Authorization
- Weather/Facility Cancellations

SafeSport & Athlete Protection Policy ..... **P. 7**
- SafeSport Statement
- Minor Athlete Abuse Prevention Policy (MAAPP)

Team Structure ..... P. 8
Swim Team Philosophy
Coaching Philosophy
Eligibility & Registration
Training Levels
Progression Guidelines
Practice Expectations

Team Expectations ..... P. 12
S.T.I.N.G.R.A.Y.S Sportsmanship Standards
The Stingrays Promise
Athlete Code of Conduct
Progressive Discipline
Anti-Bullying Policy

Parent & Family Information ..... P. 17
Parent/Guardian Code of Conduct & Responsibilities
Swimmer – Coach – Parent Partnership
Volunteer Expectations
Photography Policy
Promotional & Marketing Use

Competition Information ..... P. 20
Meet Structure & Expectations
Types of Meets
Team Apparel & Equipment

Team Communication ..... P. 23
Platforms

Contact Information ..... P. 24

Acknowledgment ..... P. 26
Parent/Guardian Handbook Acknowledgment
Athlete Agreement
Photography & Media Consent/Waiver
Liability Waiver Acknowledgment & Signature
Coaches Agreement

Welcome to the Charlevoix Stingrays Swim Team!

Our program is committed to developing confident, well-rounded athletes through competitive swimming, all within a team environment built on support and enjoyment. As Stingrays, we believe swimming offers far more than race results — it builds character and teaches lessons that last well beyond the pool.

Our competitive season runs from October through March and welcomes swimmers ages 5–18 who can swim the full length of the pool using at least one competitive stroke. Whether an athlete is new to the sport or working toward advanced goals, every swimmer has a place to learn, improve, and succeed.

Swimmers receive full instruction in all four competitive strokes as well as starts, turns, finishes, and racing strategy. Just as important, our coaches emphasize sportsmanship and personal accountability, which is what helps athletes build real confidence over the course of a season.

We take competition seriously, but we never lose sight of the fact that swimming should be fun. A strong team culture gives swimmers the chance to build lasting friendships and grow into leaders while developing a genuine love for the sport. Our goal is simple: every athlete should feel challenged, supported, and recognized for their effort.

Goal setting sits at the center of the Stingrays experience. Swimmers are encouraged to set personal goals and chase them through steady attendance and hard work — a coachable attitude matters just as much as raw talent. Here, success isn't only about medals; a best time, a mastered skill, and visible growth in confidence all count just as much.

Through practices and meets, swimmers build more than speed. Team activities and leadership opportunities round out the experience, and along the way, athletes pick up discipline, time management, and the kind of perseverance that carries into life outside the pool.

None of this works without partnership. Swimmers, coaches, and families all share the load — some volunteer at meets, others show up to cheer from the stands, but every family strengthens the Stingrays community in its own way.

This handbook covers team expectations, communication, attendance, meet participation, volunteer requirements, and athlete conduct. Please read it carefully and keep it close throughout the season.

Mission & Philosophy

The Charlevoix Area Community Pool provides a wide range of aquatic programs promoting health, fitness, recreation, and water safety. The Pool emphasizes programs for swimmers of all ages and abilities! Through year-round programming geared toward all members of the community, we strive to be the region's best aquatic fitness and recreation resource.

The Charlevoix Area Community Pool complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity). The Charlevoix Area Community Pool is a 501(c)(3) non-profit. All donations are tax-deductible.

Our Stingray Mission:

Train with Purpose.

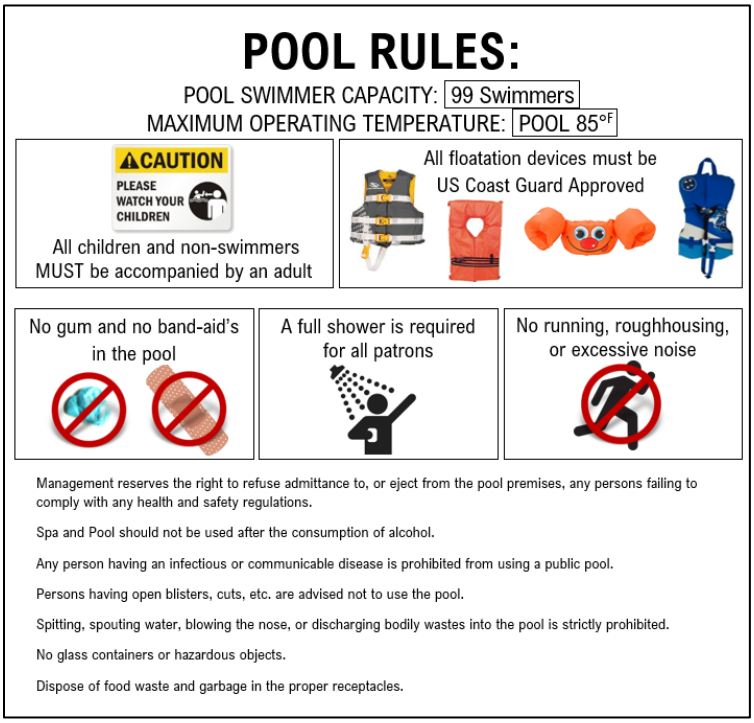
Grow with Confidence.

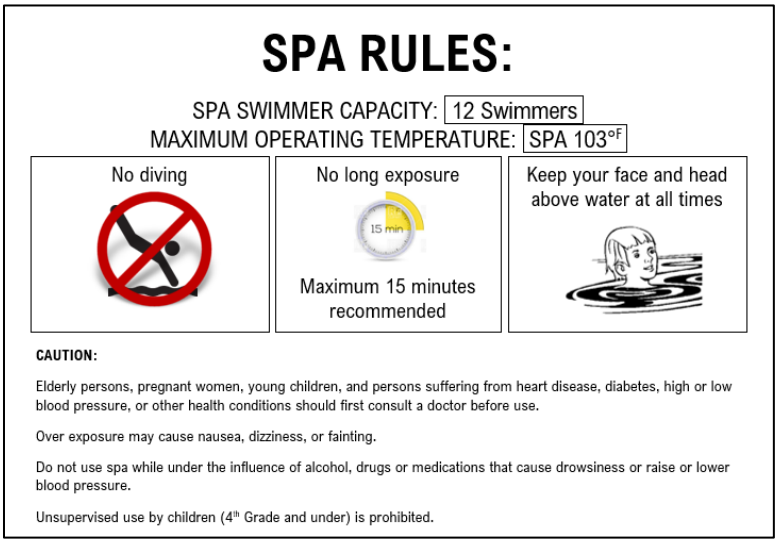
Compete with Pride.

Swim with Stingray Spirit.

Pool & Facility Policies

In addition to the below rules found on the pool deck, swimmers shall respect all pool equipment, no sitting on or tugging lane lines, kickboards and fins will be used for intended purposes only. Swimmers shall not enter the water without the presence and permission of a Coach(es), on-duty lifeguard or Team Captain. Shoes shall not be worn on the pool deck (shoe covers are available at the front desk). Showers are required prior to entering the pool each visit.





Locker Room Expectations

- The use of cell phones and/or cameras in the locker rooms is prohibited.
- No running, jumping, rough housing or similar behavior is allowed.
- Glass containers are not allowed on the pool deck or in the locker rooms.
- Keeping personal items/clothing in the locker room lockers rather than the pool deck is strongly encouraged. Locks are also recommended; locks must be removed after practice as they cannot be left on lockers during other programs.
- Swimmers are responsible for picking up any trash, wrappers, etc. used during practices or meets.

Equipment Use & Care

CSST is fortunate to have access to a variety of training equipment that helps swimmers develop technique, strength, endurance, and confidence in the water. Because our equipment is shared with other aquatic programs, every swimmer plays an important role in helping keep it clean, organized, and in good condition.

Swimmers are expected to use all equipment safely, responsibly, and only for its intended purpose. Equipment should never be misused, thrown, or used in a way that could damage it or create an unsafe environment.

At the end of each practice, all team equipment must be returned to its designated storage area and put away neatly before practice is dismissed. Taking a few moments to properly store equipment helps ensure it is ready for the next group using the pool and demonstrates respect for our shared facilities and fellow aquatic programs.

Swimmers are welcome to use approved personal training equipment, such as snorkels, during designated free-swim time or when permitted by the coach(es) during practice. Personal equipment should support training, be used appropriately, and should not distract from practice or interfere with other swimmers.

Lost and Found

You are strongly encouraged to label all your swimmer's equipment. Labeled equipment found at practice can easily be returned to the swimmer. Unlabeled equipment found around the pool deck will be placed in the lost and found. It will be kept for 30 days and then if not claimed, it will be donated to a local charity.

Health & Safety

Medical Information & Emergency Care Authorization

Parents/guardians are responsible for informing the Charlevoix Stingrays Swim Team (CSST) coaching staff of any medical condition, allergy, medication, physical limitation, or other health-related information that may be important to the swimmer's safe participation in practices, meets, team activities, or travel.

In the event of an injury, illness, or medical emergency involving a swimmer during a CSST activity, the parent/guardian authorizes CSST coaches, designated team representatives, and Charlevoix Area Community Pool (CACP) staff to take reasonable steps to obtain appropriate medical assistance when the parent/guardian cannot be immediately reached.

This authorization applies to CSST practices, meets, training sessions, team-sponsored activities, and competitions held at the Charlevoix Area Community Pool or other facilities attended by the team, as well as authorized team travel when applicable.

Emergency care may include first aid, activation of emergency medical services (EMS), transportation by ambulance, evaluation and treatment by qualified medical professionals, and hospital care when determined necessary by qualified medical personnel. Any medication or medical treatment will be administered only by individuals who are legally authorized and appropriately qualified to provide care.

Parents/guardians understand that CSST coaches and team representatives are not expected to diagnose medical conditions or provide medical treatment beyond their training, certification, professional scope of practice, or assigned emergency responsibilities.

Qualified medical personnel may include, as appropriate to the circumstances, certified lifeguards acting within their training, emergency medical responders, emergency medical technicians (EMTs), paramedics, nurses, physicians, and other licensed or appropriately credentialed healthcare professionals.

Whenever reasonably possible, CSST and/or CACP representatives will attempt to contact the swimmer's parent/guardian or designated emergency contact promptly in the event of a significant injury, illness, or emergency.

Weather/Facility Cancellations

The safety of our swimmers, families, coaches, and volunteers is our top priority. Practices may be canceled due to severe weather, school closures, equipment malfunctions, pool closures, or other circumstances that may affect the safety of participants. Decisions to cancel practice are made at the

discretion of the Facility Manager and/or coaching staff.

Families will be notified of cancellations or schedule changes through the **REMIND App** and, when appropriate, our official social media pages.

If the pool remains open but Charlevoix Stingrays practice is canceled due to weather or safety concerns, families should use their own judgment and exercise caution when deciding whether to travel to or use the facility. Conditions may vary throughout the community, and each family is encouraged to make the decision that is safest for them.

Please check the REMIND App before leaving for practice whenever weather conditions are questionable.

Safe Sport and Athlete Protection Policy

The Charlevoix Stingrays Swim Team (CSST) is committed to providing a safe, positive, and respectful environment for every athlete. The health, safety, and well-being of our swimmers are our highest priorities.

As a member club (or prospective member club) of USA Swimming, the Charlevoix Stingrays adhere to the current **USA Swimming Minor Athlete Abuse Prevention Policy (MAAPP)** and all applicable **U.S. Center for SafeSport** policies and requirements. These standards establish expectations for athlete protection, appropriate adult-athlete interactions, electronic communications, travel, locker room supervision, reporting procedures, and the prevention of emotional, physical, and sexual misconduct.

All coaches, board members, volunteers, parents, athletes, and team representatives must comply with these policies and support a culture of athlete safety and mutual respect.

Any concerns regarding athlete safety, inappropriate conduct, or suspected abuse should be reported immediately through the appropriate SafeSport reporting channels and/or to team leadership. Retaliation against any individual who reports a concern in good faith is strictly prohibited.

The Charlevoix Stingrays reserve the right to update team policies as needed to remain consistent with the most current USA Swimming and U.S. Center for SafeSport requirements.

For the complete and most current policies, members should refer to the official USA Swimming Minor Athlete Abuse Prevention Policy (MAAPP) and the U.S. Center for SafeSport. In the event of any conflict, the current USA Swimming and SafeSport policies shall govern.

Team Structure

Swim Team Philosophy

The Charlevoix Stingrays Swim Team helps swimmers develop as athletes and individuals through commitment, teamwork, sportsmanship, and personal responsibility. The program supports skill development and goal achievement so each athlete can pursue their potential.

CSST offers a competitive swimming program for athletes of varying ages 5-18 years old with varying abilities and experience levels. Through coaching, training (Dryland and water training) and positive encouragement, swimmers are provided opportunities to improve technique, develop endurance, build confidence, and achieve personal and competitive goals.

CSST succeeds through the shared commitment of the Charlevoix Area Community Pool, team leadership, swimmers, families, and the broader community. Cooperation and shared responsibility across these groups support our program.

Coaching Philosophy

CSST's coaching philosophy centers on helping athletes develop through hard work, dedication, and continuous improvement in a supportive environment.

Coach(es) strive to teach proper technique, reinforce fundamentals and sportsmanship, and foster a lifelong love of swimming. Success is measured not only by times and results, but also by each swimmer's effort and development.

Swimming is a long-term developmental sport, and progress is not always measured by immediate improvements in performance. Athletes may experience periods of rapid growth, slower progress, or temporary plateaus as they refine their skills. Coach(es) are committed to providing constructive instruction, encouragement, and individualized feedback while helping each swimmer reach their full potential at their own pace.

We value open communication and encourage swimmers to take an active role in discussing their goals, progress, and questions with their coach(es). Parents are valued partners in this process by supporting their swimmer's development, encouraging a positive attitude, and trusting the coaching staff to provide technical instruction and guidance. Together, we create an environment where every swimmer can learn, grow, and enjoy the sport of competitive swimming.

Eligibility and Registration

CSST's program welcomes swimmers ages 5 through 18, including children who are four years old if they turn five during the current competitive season. To ensure a safe and successful experience, swimmers must be able to independently swim the full length of the pool using at least one competitive stroke—freestyle, backstroke, breaststroke, or butterfly. Participants should demonstrate a basic

understanding of all four competitive strokes or show the willingness and ability to develop proper stroke technique through regular practice and coaching. Swimmers should have successfully completed Level IV (or equivalent) of a recognized swim lesson program or demonstrate equivalent swimming ability as determined by the coaching staff.

The Head Coach reserves the right to assess each swimmer's readiness and recommend the most appropriate training group or placement based on skill level, safety, and the swimmer's overall developmental needs. This ensures every athlete is placed in an environment where they can be successful while maintaining the safety of the swimmer and the swim team philosophy.

Registration includes participation in the competitive swim season, which runs from October through March, along with scheduled team practices, professional coaching, instruction, and applicable team-sponsored activities and events. Pass fees do not include Michigan Team Swimming League (MTSL) registration fees, USA Swimming membership fees (when applicable), team apparel, optional equipment purchases, nor additional meet or event fees.

The Charlevoix Stingrays Swim Team believes individuals should have the opportunity to experience the benefits of competitive swimming regardless of financial circumstances. Financial assistance or scholarships may be available to eligible families to help offset season passes. Scholarship assistance applies only to the seasonal pass fee and does not cover pool punch passes, MTSL registration fees, USA Swimming membership fees, or any other optional or individual expenses. Families interested in financial assistance are encouraged to contact the Charlevoix Area Community Pool's Facility Director for additional information regarding eligibility requirements and the scholarship application process.

Training Levels

Stingrays Blue & Gold Training Groups

CSST's viewpoint is simple: *We are one team and will always be one team.* We do, however, separate our training into two groups: Blue Training Level (10 and Under) and Gold Training Level (11 and Up).

The Blue and Gold practice structure is designed to:

- Provide focused, age and skill-appropriate training.
- Build strong stroke fundamentals while reducing the risk of developing improper technique or injury, especially for younger swimmers.
- Increase opportunities for individualized coaching and feedback.
- Promote the safe and effective use of pool space in accordance with recommendations from USA Swimming and the American Red Cross Safety Training for Swim Coaches program.
- Create a consistent training environment that supports long-term athlete development.
- Establish realistic, achievable goals that encourage continuous improvement throughout the season.

Many competitive swim programs, including others within the Michigan Team Swimming League, organize practices by age and ability to provide the best developmental experience for their athletes. While each training level have outlined general guidelines for each practice group, placement is flexible and may change throughout the season as swimmers grow, develop new skills, and achieve their goals. Our coaching staff regularly evaluate each swimmer to ensure they are training in the group that best supports their continued success. If you have questions about the practice groups or would like to discuss your swimmer's placement, we encourage you to speak with the coach(es). We value open communication and are committed to working with families to provide the best possible experience for every Stingrays athlete.

While these are guidelines exceptions based on swimmer(s) attendance and availability may discount these expectations. Parent/Guardians should make prior arrangements with the coach(es) prior to the start of the season for best availability and for adaptation of development of skills, endurance if attending either training group outside of the expectation.

Blue to Gold Training Group Progression Guidelines

The Charlevoix Stingrays Swim Team (CSST) is committed to providing a positive, structured, and developmentally appropriate swimming experience for all athletes. Our Blue and Gold training groups are designed to support swimmers as they develop technical skills, endurance, confidence, discipline, and independence.

Following the principles of USA Swimming's American Development Model (ADM), progression between groups is based on individual readiness, skill development, training endurance, maturity, and the ability to follow coaching instructions, rather than age or speed alone.

The goal is to ensure swimmers are physically, mentally, and technically prepared for the increased expectations of the Gold Group while continuing to build a lifelong love of swimming.

While these are guidelines exceptions based on swimmer(s) attendance and availability may discount these expectations. Parent/Guardians should make prior arrangements with the coach(es) prior to the start of the season for best availability and for adaptation of development of skills, endurance if attending either training group outside of the expectation.

Swimmers are encouraged to demonstrate the following skills before advancing to the Gold Group:

Listening and Following Directions: Consistently listen to coaches, follow instructions, understand practice expectations, and demonstrate respectful behavior with minimal reminders.

Practice Participation: Remain engaged throughout practice, make an effort to complete assigned activities, and demonstrate a willingness to learn and improve.

Workout Completion: Consistently complete a majority of assigned swim sets (recommended benchmark of approximately 80%), with appropriate technique, effort, and rest intervals.

Stroke Development: Demonstrate foundational competency in all four competitive strokes: freestyle, backstroke, breaststroke, and butterfly, with continued improvement in body position, breathing, coordination, and technique.

Endurance and Conditioning: Demonstrate the ability to swim progressively longer distances while maintaining reasonable stroke technique and completing repeated swimming sets.

Independence and Responsibility: Understand basic swimming terminology, follow lane etiquette, use the pace clock with guidance, and transition between activities without frequent redirection.

Sportsmanship and Teamwork: Demonstrate respect for coaches and teammates, maintain a positive attitude, and contribute to a supportive team environment.

Swimmers entering the Gold Group should be able to consistently follow multi-step instructions, complete most assigned workouts, maintain technique as distances increase, and demonstrate readiness for a more challenging training environment.

Advancement is not automatic based on age. Swimmers may remain in the Blue Group until they demonstrate the skills, endurance, maturity, and consistency needed for Gold Group participation. Coach(es) may also recommend a trial period in the Gold Group to evaluate readiness.

Group placement may be adjusted as needed to ensure swimmers receive appropriate instruction, remain challenged, and continue progressing safely.

Our philosophy: One Team, Two Training Groups, Individual Growth.

These guidelines are adapted from USA Swimming's American Development Model, which emphasizes competence, character, confidence, and connection.

Practice Expectations

Consistent participation in practice is one of the most important factors in a swimmer's development and long-term success. Regular training helps swimmers develop technique, endurance, confidence, and strong team connections. Practice schedules are established before each season and may be adjusted based on pool availability, coaching resources, program growth, weather related closure or seasonal needs.

Swimmers should arrive 10 minutes before practice to check in, change if needed, shower, stretch, complete dryland activities, and be ready to enter the water at the scheduled start time.***If you are going to be late, the expectation will be to come prepared, stretch and complete in-water warm-up (based on training level or coach instruction)*

Each practice is planned with specific training objectives while also having the flexibility to change based on what is most needed at that time for the focus and overall development of the swimmer(s). Focus on stroke technique, endurance, race skills, and overall swimmer development with be at each practice. Practice groups and lane assignments are based on a swimmer's age, ability, experience, and developmental needs rather than age alone. As swimmers grow and progress throughout the season,

coaches may recommend adjustments to practice groups or lane assignments to provide the appropriate level of challenge and support.

CSST also recognizes that families balance school, activities, vacations, and other commitments, and that occasional planned absences or rest days support healthy development. When a swimmer will miss practice because of illness, family obligations, school activities, or a rest day, families should notify the coaching staff whenever possible.

Team Expectations

S.T.I.N.G.R.A.Y.S Sportsmanship Standards

CSST believes great athletes are defined not only by how they compete, but by how they treat others. Every swimmer represents our team, family, and community through their words, actions, and attitude.

As Stingrays, we ask every swimmer to live by our S.T.I.N.G.R.A.Y.S. Sportsmanship Standards to help create a positive, respectful, and supportive team environment.

S – Safety First
T – Team First
I – Integrity Always
N – Never Give Up
G – Grow Every Day
R – Responsibility
A – Attitude Matters
Y – Your Best
S – Show Respect

The Stingrays Promise

As a member of the Charlevoix Stingrays Swim Team, I promise to:

- Treat others with respect and kindness.
- Support and encourage my teammates.
- Listen and always give my best effort.
- Demonstrate honesty, integrity, and good sportsmanship.
- Help keep our team safe, welcoming, and inclusive.
- Represent the Charlevoix Stingrays with pride both in and out of the pool.

By living the **S.T.I.N.G.R.A.Y.S.** values, swimmers strengthen the team and carry these standards into practices, meets, and community activities.

Athlete Code of Conduct

The Charlevoix Stingrays Swim Team (CSST) is committed to a safe, positive, inclusive, and respectful environment where every athlete can learn, grow, and enjoy competitive swimming. This Code of Conduct applies alongside SafeSport, MAAPP, and USA Swimming standards; concerns involving athlete safety, abuse, harassment, discrimination, retaliation, or other SafeSport matters will follow the reporting and response requirements stated in that policy.

As a member of the CSST, swimmers are expected to conduct themselves in a manner that reflects positively on the team both in and out of the pool. Swimmers are expected to:

- Treat teammates, coaches, officials, volunteers, competitors, spectators, and facility staff with kindness, courtesy, and respect, and respect all facilities, team equipment, personal property, and belongings.
- Demonstrate good sportsmanship, honesty, integrity, responsibility, and accountability; follow the Charlevoix Stingrays Handbook and all applicable MTSL and USA Swimming rules; compete fairly, win with humility, and lose with grace.
- Work hard, stay positive, and keep learning through successes and challenges, recognizing that improvement requires time, patience, perseverance, constructive feedback, and personal goal-setting. Measure success by effort, growth, determination, teamwork, and character—not only times, ribbons, or medals.
- Listen to coaches and designated team personnel, follow directions, communicate questions or concerns respectfully, and take responsibility for your words, actions, equipment, and belongings.
- Arrive on time, prepared and ready to: learn, improve, and give your best effort at practices, meets, team activities, and events.
- Lead by example and be a positive role model, especially for younger swimmers.
- Support teammates through encouragement, inclusion, positive language, and respectful interactions; celebrate others' successes and help ensure everyone feels welcomed and valued.
- Help maintain a clean, safe, and respectful environment by caring for team equipment and leaving the pool, locker rooms, spectator areas, and other facilities clean after use.
- Follow all team policies, handbook practices, USA Swimming SafeSport principles, and the Minor Athlete Abuse Prevention Policy (MAAPP). Report unsafe behavior or concerns to a coach or trusted adult and help protect every teammate's well-being.
- Represent the Charlevoix Stingrays with pride during team activities and within the community.

The Charlevoix Stingrays maintain **zero tolerance** for behavior that compromises the safety or well-being of another participant. In accordance with USA Swimming SafeSport and MAAPP standards, prohibited behaviors include, but are not limited to:

- Bullying, teasing, hazing, intimidation, or harassment in any form.
- Physical, emotional, verbal, or sexual misconduct.
- Discrimination based on race, color, national origin, religion, sex, disability, age, or any other protected characteristic.
- Cyberbullying or inappropriate use of social media or electronic communication.
- Possession or use of alcohol, tobacco, nicotine products, vaping devices, illegal drugs, or controlled substances at any team function.
- Theft, vandalism, or intentional damage to pool facilities, equipment, or personal property.

- Profanity, dishonesty, disrespectful conduct, disruptive behavior, or actions that negatively impact teammates or the team environment.
- Any conduct that violates USA Swimming SafeSport policies, the Minor Athlete Abuse Prevention Policy (MAAPP), or applicable local, state, or federal laws.

Every member of CSST shares responsibility for supporting athlete safety and the team's standards of conduct.

This Code of Conduct applies to all team activities including: practices, swim meets, team travel, team-sponsored events, volunteer activities, and whenever a swimmer is representing the Charlevoix Stingrays Swim Team.

Violations of the Charlevoix Stingrays Swim Team Code of Conduct will be addressed fairly, consistently, and in an age-appropriate manner through the Progressive Discipline process below. The level of action will reflect the nature, severity, frequency, and impact of the behavior.

Progressive Discipline

Progressive discipline helps swimmers understand expectations, take responsibility for their actions, and make better decisions while protecting the safety and well-being of the team.

When appropriate, the following progressive discipline process may be used pending on type of CSST Code of Conduct violation:

Step 1 – Coaching & Verbal Warning

The coach(es) will discuss the behavior with the swimmer in accordance with the SafeSport-MAAPP practice, review expectations, and provide redirection or, if necessary, temporarily remove the swimmer from the activity.

Step 2 – Parent Communication

If the behavior continues, the coach will communicate with the swimmer's parent/guardian to discuss the concern and develop a plan for improvement.

Step 3 – Suspension

Continued or more serious violations may result in temporary suspension from practices, meets, or team activities. A meeting with the swimmer, parent/guardian, Head Coach, and/or Facilitiy Director may be required before returning.

Step 4 – Dismissal

Serious misconduct or repeated violations after previous interventions may result in dismissal from the Charlevoix Stingrays Swim Team for the season.

Serious violations—including physical violence or fighting, bullying, hazing, harassment, discrimination, theft, intentional property damage, abuse, retaliation, threatening or abusive behavior, possession or use of alcohol, tobacco, vaping products, illegal drugs, or weapons, violations of **USA Swimming SafeSport** or the **Minor Athlete Abuse Prevention Policy (MAAPP)**, or any conduct that compromises the safety or well-being of others—may result in immediate removal from an activity, suspension, or dismissal and may require reporting to the appropriate authorities. Depending on the severity and circumstances, the Charlevoix Stingrays reserve the right to bypass any step of the progressive discipline process.

Disciplinary action may also include financial restitution for damaged or stolen property/facilities, or other corrective actions deemed appropriate by the coaching staff and CACP Board of Directors. The goal of all disciplinary action is to promote learning, accountability, and personal growth while maintaining a safe, positive, and respectful environment for every swimmer.

Concerns involving athlete safety, abuse, harassment, bullying, grooming behavior, retaliation, or other potential SafeSport matters will be handled under the **SafeSport and Athlete Protection Policy**, including all applicable reporting requirements, rather than solely through the team's progressive discipline process.

By participating in the Charlevoix Stingrays Swim Team, swimmers and their families share responsibility for maintaining a respectful, safe, inclusive, and sportsmanlike culture where every athlete can enjoy competitive swimming.

Anti-Bullying Policy

CSST is committed to an environment where every swimmer feels safe, respected, included, and supported. Bullying of any kind will not be tolerated.

Creating a positive team culture is everyone's responsibility. Swimmers, coaches, parents, volunteers, board members, and spectators all play an important role in promoting kindness, respect, sportsmanship, and inclusion.

What is Bullying? Bullying is intentional, unwanted, and repeated behavior that hurts, intimidates, or excludes another person. It often involves a real or perceived imbalance of power, such as differences in age, size, experience, popularity, and/or social influence. Bullying may occur in person or through electronic communication (cyberbullying) and can happen at practices, meets, team events, while traveling, and/or online.

Examples of bullying may include but are not limited to:

- **Verbal Bullying:** Name-calling, teasing, mocking, insults, threats, or hurtful comments.
- **Physical Bullying:** Hitting, pushing, kicking, damaging personal property, or other aggressive behavior.
- **Social Bullying:** Excluding someone, spreading rumors, embarrassing others, or encouraging others to leave someone out.

- **Cyberbullying:** Using text messages, social media, email, photos, videos, online gaming, or other electronic communication to embarrass, intimidate, threaten, or harm another person.
- **Discriminatory Bullying:** Targeting someone because of their race, ethnicity, religion, disability, gender, sexual orientation, or any other personal characteristic.

Bullying is different from normal disagreements or conflicts between teammates. While occasional disagreements can happen in sports, bullying is repeated behavior intended to cause harm or create an intimidating, hostile, or unsafe environment.

Reporting Bullying: If you experience or witness bullying, **speak up.** Every member of the Charlevoix Stingrays has a responsibility to help create a safe and supportive environment.

Swimmers should:

- Tell a parent or trusted adult.
- Speak with a coach(es).
- Notify a staff member or facility director
- Continue reporting concerns if the behavior does not stop.

Parents are encouraged to notify a coach or Board member if they become aware of bullying involving any swimmer. Reports will be handled promptly, respectfully, and as confidentially as possible. Retaliation against anyone who reports bullying or participates in an investigation will not be tolerated.

When bullying is reported or observed, CSST will:

- Ensure the immediate safety of everyone involved.
- Gather information to understand what occurred.
- Work with swimmers and families to stop the behavior.
- Support all individuals involved while promoting accountability, learning, and positive behavior.
- Take appropriate action based on the severity and circumstances of the situation.

Consequences: Bullying behavior will be addressed in accordance with the Charlevoix Stingrays Code of Conduct and Progressive Discipline Guidelines. Bullying that also raises athlete-safety, abuse, harassment, discrimination, retaliation, or other SafeSport concerns will be handled under the SafeSport and Athlete Protection Policy and all applicable reporting requirements.

Be an Upstander: Every Stingray has the power to make a positive difference.

- Be kind, respectful, and inclusive.
- Support teammates who may be struggling.
- Tell a trusted adult if you see bullying.
- Do not encourage bullying by laughing, watching, sharing posts, or remaining silent.
- Lead by example through kindness, respect, sportsmanship, and inclusion.

Together, we create a team where every swimmer feels safe, respected, included, and encouraged to reach their full potential. At the Charlevoix Stingrays, we don't just develop great swimmers—we build respectful teammates, confident leaders, and a community where everyone belongs.

References:
USA Swimming Safe Sport: https://www.usaswimming.org/safe-sport
USA Swimming Model Policy Action Plan to Address Bullying: https://www.usaswimming.org
U.S. Center for SafeSport: https://uscenterforsafesport.org

Parent & Family Information

Parent/Guardian Code of Conduct and Responsibilities

The Charlevoix Stingrays Swim Team (CSST) believes a positive partnership among parents/guardians, swimmers, and coaches is essential to every athlete's development and success. Parents/guardians are expected to model the respect, sportsmanship, integrity, and responsibility asked of swimmers while helping create a safe, supportive, and inclusive environment where athletes can build confidence, character, practical life skills, and a lifelong love of swimming.

As a Charlevoix Stingrays parent/guardian, you agree to:

- Demonstrate good sportsmanship and treat swimmers, coaches, officials, volunteers, parents/guardians, competitors, and facility staff with kindness, respect, and courtesy.
- Be a positive role model by encouraging effort and perseverance, celebrating improvement and personal growth, supporting all athletes—not only your own—and helping swimmers enjoy the journey as much as the results.
- Support the coaching staff by allowing coach(es) to provide instruction during practices and competitions, respecting the decisions and integrity of coach(es) and officials, and encouraging your swimmer(s) to communicate directly with coach(es) and team captain(s) about goals, performance, or swimming-related concerns as they grow in confidence and independence.
- Help your swimmer(s) arrive on time, prepared, and ready to participate in practices, meets, and team activities, and promote healthy habits including proper nutrition, hydration, rest, and consistent attendance.
- Help maintain an inclusive environment where swimmers and families feel respected, welcomed, and supported.
- Use respectful language and behavior at all times. Abusive language, inappropriate gestures, bullying, harassment, discrimination, or other conduct inconsistent with the values of the Charlevoix Stingrays Swim Team will not be tolerated.
- Contribute to team operations when possible by volunteering at swim meets, team events, fundraising activities, or in other ways that fit your family's schedule. Every contribution—big or small—helps strengthen the team and enrich the experience for all swimmers.

Questions or concerns should first be discussed respectfully with coach(es) through the appropriate chain of communication. If additional assistance is needed, concerns may then be directed to the Head Coach and/or the Facility Manager.

Behavior that violates this Code of Conduct may result in corrective action, including meetings with team leadership, restrictions from team activities, or other appropriate measures as determined by the Head Coach and/or Facility Manager.

Together, families and team leadership help create a positive team culture where every swimmer has the opportunity to learn, grow, compete, and enjoy the sport of swimming.

Volunteer Expectations

CSST success is made possible by the dedication of our families and community members. Whether you volunteer at practice, help with fundraising, assist behind the scenes, and/or simply cheer from the stands, your support helps create opportunities for our swimmers and strengthens our team community.

Thank you for contributing to a positive team experience and helping every swimmer reach their potential.

Swimmer–Coach–Parent Partnership

The success of every swimmer is built on a strong partnership between athletes, coaches, and parents. At the Charlevoix Stingrays Swim Team, we believe that open communication, mutual respect, and shared goals create the best environment for athletes to learn, grow, and succeed.

Coaches provide quality instruction, technical guidance, motivation, and constructive feedback. Parents support that work by encouraging effort, celebrating progress, and reinforcing a positive attitude. Together, they help swimmers build confidence, resilience, sportsmanship, and a lasting connection to swimming.

Swimmers should discuss goals, progress, performance, and swimming-related questions directly with their coaches. As swimmers mature, doing so builds accountability and independence.

To provide consistent instruction and avoid confusion, parents are asked to support the coaching process by allowing coaches to provide technical feedback during practices and competitions. If you have questions or concerns regarding your swimmer's development or team experience, we encourage you to communicate directly with the appropriate coach rather than discussing concerns with other parents or swimmers.

To ensure swimmer safety and allow coaches to remain focused on instruction, please refrain from interrupting coaches during practices or while they are actively coaching at meets. Coaches are happy to answer questions before or after practice, by email or phone, or by scheduling a meeting at a mutually convenient time.

When addressing questions or concerns, we ask that all members of the Stingrays community:

- Approach conversations with respect, openness, and the assumption of positive intent.
- Communicate directly with the appropriate coach, following the coaching chain of communication when applicable.
- Recognize that coaching decisions are made with the best interests of both the individual swimmer and the team in mind.
- Work collaboratively to find solutions that support the swimmer's continued growth and development.

Our coaching staff provides a supportive environment where every swimmer is challenged appropriately and encouraged to pursue personal excellence. Through structured practices and comprehensive stroke development, the Charlevoix Stingrays help athletes grow in confidence, character, and leadership to achieve success both in and out of the water.

Photography & Video Policy

The Charlevoix Stingrays Swim Team (CSST), in partnership with the Charlevoix Area Community Pool (CACP), may photograph or record swimmers during practices, swim meets, competitions, team activities, special events, camps, clinics, awards, community events, and other team or pool-related activities.

Photographs and recordings help CSST and CACP celebrate swimmer accomplishments, promote competitive swimming and aquatic programming, recognize team and community activities, and share information about programs and opportunities available through the Charlevoix Area Community Pool.

CSST and CACP are committed to protecting the privacy, dignity, and safety of all swimmers, particularly minor athletes. Photography and video involving swimmers will be conducted in a manner consistent with applicable CSST policies, facility rules, USA Swimming requirements, and the Minor Athlete Abuse Prevention Policy (MAAPP), when applicable.

Photography and video:

- Must be taken only in public-view areas, must observe generally accepted standards of decency and privacy, and never be taken in locker rooms, changing areas, restrooms, showers, or other private spaces.
- Should focus on swimming, athletic participation, team activities, accomplishments, events, and other appropriate program activities.
- Will not intentionally depict a swimmer in an embarrassing, degrading, inappropriate, or compromising manner.
- May not be used by CSST or CACP for commercial endorsement of an outside product or business without additional permission when appropriate.

Parents/guardians and spectators are expected to use good judgment when taking or sharing photographs or videos involving swimmers other than their own children and to respect requests for privacy.

Promotional & Marketing Use

With parent/guardian permission, CSST and/or CACP may use photographs, video recordings, or other visual media containing a swimmer for legitimate team, pool, educational, informational, promotional, or marketing purposes.

Examples may include:

- CSST and CACP websites, newsletters, & official social media accounts
- Flyers, posters, brochures, and advertisements
- Meet and event promotions
- Community outreach and fundraising materials
- Newspaper, television, or other local media coverage
- Team displays, recognition boards, slideshows, or presentations
- Promotion of CSST, CACP, swimming programs, camps, clinics, events, and other aquatic opportunities

Whenever reasonably practical, CSST and CACP will avoid publicly pairing a minor athlete's photograph with unnecessary personally identifying information. Personal contact information, home address, telephone number, or other sensitive information will not be intentionally published with a swimmer's image for promotional purposes.

Competition Information

Meet Structure and Expectations

Swim meets give athletes an opportunity to apply skills from practice, pursue personal goals, support teammates, and experience competition. Participation is strongly encouraged but not required. CSST evaluates success through personal improvement, effort, sportsmanship, teamwork, and willingness to accept a challenge—not only through times, ribbons, or medals.

The Stingrays primarily compete in the *Michigan Team Swimming League (MTSL),* which includes clubs throughout Northern Michigan and offers a variety of competitive opportunities throughout the season. Families may also choose to register with *USA Swimming*, which provides additional competition at the local, regional, and state levels. Participation in USA Swimming competitions is optional and requires a separate USA Swimming membership.

The competitive season runs from October through March. Practice and meet information will be issued after the MTSL schedule is finalized, with last-minute changes communicated through the team's official channels.

Meets are typically held on weekends and may include local, away, invitational, championship, and Fun Meets. Families may enter as many or as few meets as their schedules allow; regular participation helps swimmers' athletic development, build confidence, and prepare for championship opportunities.

Travel and Lodging: Parents/guardians are responsible for their own children during all activities outside of the pool, including transportation, food, and lodging. Every effort will be made to connect those who wish to arrange carpools.

To participate in a meet, swimmers must register by the published entry deadline. Deadlines vary depending on the host team and the type of meet, so timely responses are appreciated. Meet entry fees, when applicable, are the responsibility of each family and are based on the number of events entered and the fees established by the host team. Individual events are determined by the swimmer with encouragement from the coach(es). Relay assignments are determined by the Head Coach based on each swimmer's age, ability, readiness, and the overall needs of the team.

If a swimmer is unable to attend a meet after registering, families are asked to notify the coach(es) as soon as possible so event entries and relay lineups can be adjusted. Prompt communication supports the team and ensures the best possible experience for all athletes.

Regardless of the level of competition, every meet is an opportunity to learn, grow, encourage teammates, demonstrate good sportsmanship, and proudly represent the Charlevoix Stingrays Swim Team and community.

Types of meets

- **Dual and Triangular Meets:** feature competition between two or three teams, with all age group events conducted during one meet. Swimmers compete in individual events and relays based on their age group, stroke, and event distance. Most dual and triangular meets last approximately **3–4 hours**. Ribbons are often awarded for top finishers and personal achievements and team scoring.

- **Invitational Meets:** bring together five or more teams and provide swimmers with additional opportunities to compete. Depending on the host team, invitationals may be conducted as one full-day meet lasting **6–8 hours** or divided into separate sessions, with swimmers ages 10 and under competing in the morning and swimmers ages 11 and older competing in the afternoon. Awards may include ribbons, medals, or trophies. Because host teams often require entries

several weeks in advance, families should register by the announced deadline if they wish to participate.

- **Fun Meet:** Prior to the end of the competitive season, the Stingrays also host a Fun Meet at the Charlevoix Area Community Pool. This type of meet provides a relaxed and supportive environment for swimmers to experience racing, practice meet procedures, build confidence, and celebrate personal improvement. It also gives the swimmer(s) family and friends an opportunity to see what they have worked on all season. Fun Meets are ideal for newer swimmers while remaining enjoyable for athletes of all experience levels, swimmers even invite other friends to participate.

- **Northern Novice League Championship**: this meet marks the culmination of the competitive season. These championship meets recognize swimmers' hard work and dedication throughout the year. To be eligible for championship competition, swimmers must participate in **at least two regular season meets** during the current season, in accordance with MTSL eligibility requirements.

- **Michigan Team Swimming League (MTSL) State Championship**: State level competition of those swimmer(s) who have achieved the record time to compete. To be eligible to State championship, a swimmer must have met the required time and participated in at least two regular season meets during the season, in accordance with MTSL eligibility requirements.

- **USA Swim Meets**: provide additional opportunities for swimmers to compete against other swim teams throughout Michigan. There are several types of USA Swimming meets:
    - **Invitational Meets:** Competitions with multiple swim teams and different age groups and skill levels.
    - **Regional Meets:** Competitions that may require swimmers to meet qualifying times.
    - **State Championship Meets:** Higher-level competitions for swimmers who achieve qualifying standards.

  USA Swimming meets may last one to three days, depending on the event. Additional registration, meet entry, and travel fees may apply.

Team Apparel & Equipment

Swimmers should bring a swimsuit, goggles, swim cap, water bottle, and towel to every practice.

When attending a meet, in addition to the above items, swimmers should also bring a water bottle and comfortable clothing to wear over their swimsuit between events. An extra towel and healthy snacks are also strongly recommended for longer meets.

The Charlevoix Stingrays team colors are royal blue, navy blue, and gold. Team suits and apparel featuring our team colors are available for purchase through our Team Store but are not required for participation.

At meets, pool areas are often warm, while spectator areas may be cool, so dressing in layers is encouraged. Families may also wish to bring blankets or folding chairs for comfort. While many meets offer concessions, healthy food options may be limited.

The required MTSL Registration fee includes one Charlevoix Stingrays team swim cap, and additional team caps may be purchased at the Charlevoix Area Community Pool front desk.

Swimmers are responsible for bringing their own goggles. Loaner goggles may be available if needed, and goggles can also be purchased at the front desk.

Coming prepared helps swimmers stay comfortable and ready to perform their best.

Team Communication

Platforms

Good communication helps our team stay connected and informed. The following are used to share team information with swimmers and families. Please check these regularly throughout the season.

Email- for more detailed information, including**:**

- Registration
- Meet information
- Team updates
- Volunteer opportunities
- Fundraising
- Handbook and policy updates

Text Messages- Group or individual text messages may be used for urgent or time-sensitive updates when needed.

Social Media- Our social media pages are used to celebrate our swimmers, share photos, recognize achievements, and promote upcoming events. While announcements may be posted, texted and/or emailed through official communication channels.

Swimmer/Family Folders- Each Swimmer(s), organized by family name, will have a folder labeled with their last name. Throughout the season, folders may contain ribbons, medals, awards, journals, certificates, and other important team information. Please check your folder regularly during practices or when you are at the pool.

We ask families to stay informed by checking email, text message and/or family folders regularly. We also appreciate your patience and understanding, as our coach(es) and volunteers balance team responsibilities with work and family commitments. We will do our best to respond as quickly as possible.

Contact Information

Facility Information

Charlevoix Area Community Pool
11905 US 31 North Charlevoix, MI 49720
Phone Number: 231-547-0982
Website: www.charlevoixpool.org
Email: info@charlevoixpool.org

Coaching Team

Head Coach: Megan Smithburg
Phone Number: 231-547-0982
Cell Phone: 517-260-0999
Email: megan@charlevoixpool.org

STINGRAYS SWIM TEAM REGISTRATION

Swimmer First Name: _____ Middle: _____ Last: _____
Birthdate: ____/____/____ Age: _____
Additional Sibling Swimmers:
First Name: _____ Middle: _____ Last: _____
Birthdate: ____/____/____ Age: _____
First Name: _____ Middle: _____ Last: _____
Birthdate: ____/____/____ Age: _____
First Name: _____ Middle: _____ Last: _____
Birthdate: ____/____/____ Age: _____

Parent/Guardian Name: _____ Phone: _____
Address: _____
City: _____ Zip: _____

Email(s)*: _____
* This email will be assigned to each swimmer listed above in order for the coach to be in contact with the parent/guardian

Emergency Contact: _____ Phone: _____
Physician: _____ Phone: _____
Medical condition, allergies, and/or medications the coaches should know of:
_____
_____

If you were part of the team last year or participated in off-season training, you will need to re-sign all waivers per facility guidelines. The Charlevoix Stingrays Swim Team Handbook includes all necessary information that is referenced in the waivers, agreements, and acknowledgments.

Thank you for your interest in the Charlevoix Stingrays Swim Team!

Liability Waiver Acknowledgment and Signature

By signing below, I acknowledge that I have carefully read and understand the **Charlevoix Stingrays Swim Team (CSST) Handbook and Waivers**. I understand that participation in competitive swimming, practices, meets, dryland activities, team events, travel, and other swimming-related activities involves inherent risks, including the possibility of injury. I voluntarily give permission for my swimmer to participate in CSST activities and acknowledge that I have had the opportunity to ask questions regarding the program, its activities, and this waiver.

To the fullest extent permitted by applicable law, I accept the terms of the assumption of risk, release of liability, and waiver on behalf of myself and, when legally permitted, my minor swimmer. I understand that signing this document may affect certain legal rights and that this waiver does not release any person or organization from liability that cannot legally be waived.

Participation in any activity at the Charlevoix Area Community Pool (CACP) or event organized by the CACP is at the sole discretion and judgment of the applicant and at his or her own risk. I voluntarily agree to the following terms and conditions of this agreement, for myself and my dependents and certify that the information given in this registration is complete and accurate. I understand that is my responsibility to consult with a physician prior to and regarding participation in any exercise, aquatic or other.

I, the applicant, for myself and my dependents, assume full responsibility for any injuries or damages which may occur to me or my dependents, in, on or about the premises of the facility and do hereby fully and forever release and discharge CACP, its employees, volunteers, board members, agents, and others working on behalf of the CACP from any and all suits, claims, damages, costs and expenses of every kind, in conjunction with the use of this facility and equipment.

I, for myself and my dependents, further agree to use all equipment and the facility properly and leave them in good condition, and assume total liability and agree to reimburse the CACP for all damages incurred through the misuse of the facility and/or equipment thereof. I, for myself and my dependents, will abide by all pool rules, which can be found the Pool deck.

Parent/Guardian Handbook Acknowledgment

As a parent/legal guardian of a swim team member, I agree to the following additional terms:
The purpose of the Charlevoix Stingrays Swim Team Handbook is for parents/guardians to establish consistent expectations for behavior by parents/guardians. As a parent/guardian, I understand the important growth and developmental support that my swimmer(s) participation fosters. I acknowledge that I have read and understood the Handbook and failure to adhere to the expectations and policies may result in disciplinary action toward my swimmer(s). I agree to the fee structure, policies, expectations, and code of conduct (available at front desk upon request). I agree to allow CACP and its staff to contact me and/or my child via email or phone for swim team news and pool information.

CACP Events off Premise

Participation in any CACP or CSST organized event (iTri Kids Triathlon, Swim Meet, or other) is at the sole discretion and judgment of the applicant and at his or her own risk. By participating in a CACP or CSST organized event, I, the applicant, for myself and my dependents, agree to the additional terms.

I, for myself and my dependents, assume full responsibility for any injuries or damages which may occur to me or my dependents participating in any CACP or CSST organized event, and do hereby fully and forever release and discharge the discharge CACP, its employees, volunteers, board members, agents, and others working on behalf

of the CACP, and the City and/or Township of the event location from any and all suits, claims, damages, costs and expenses of every kind, in conjunction with my participation.

I certify that the information provided for my swimmer is accurate and that I am the swimmer's parent/legal guardian or otherwise legally authorized to provide this consent.

Swimmer's Full Name: _____
Parent/Legal Guardian Name: _____
Parent/Legal Guardian Signature: _____ **Date:** _____
Swimmer Signature: _____ **Date:** _____
Additional Family Swimmer Signatures: _____

_____ _____

Swimmer signature is recommended for age-appropriate athletes as acknowledgment of participation expectations; the parent/legal guardian provides legal consent for a minor athlete.

Parent/Guardian Photography & Media Consent

Swimmer Name(s): _____
Please select **ONE**:
☐ **YES, I GIVE PERMISSION:** I authorize the Charlevoix Stingrays Swim Team (CSST) and Charlevoix Area Community Pool (CACP) to photograph, video record, or otherwise capture images of my swimmer(s) during appropriate team, pool, competition, practice, camp, clinic, community, or special-event activities. I authorize CSST and CACP to use these photographs and recordings for legitimate team and pool communications, publicity, educational or promotional materials, marketing, social media, websites, community outreach, and other program-related purposes without compensation. I understand that photographs or recordings published online or through social media may be viewed, shared, saved, or redistributed by others outside the control of CSST or CACP.
OR
☐ **NO, I DO NOT GIVE PERMISSION**: I do not authorize CSST or CACP to intentionally use identifiable photographs or video recordings of my swimmer for promotional, marketing, social media, website, or publicity purposes. I understand that CSST and CACP will make reasonable efforts to honor this request. I also understand that my swimmer may incidentally appear in photographs or recordings of public competitions, large groups, spectators, community events, or activities photographed or recorded by third parties, news organizations, meet hosts, other teams, or individuals who are not under the control of CSST or CACP. Declining promotional photography consent will not affect my swimmer's eligibility or ability to participate in CSST activities.

Consent and Acknowledgment: I understand the photography and media practices described above and acknowledge that I may contact CSST regarding future use of my swimmer's image or to request a change to my consent selection. A change in consent will apply to future use when reasonably possible and may not require CSST or CACP to retrieve or remove materials that were previously printed, distributed, published, or shared before the request was received.

Parent/Guardian Name: _____
Parent/Guardian Signature: _____ **Date:** _____
Swimmer Signature(s) (recommended for age-appropriate swimmers): _____
Date: _____ **Additional Family Swimmer Signatures:** _____

_____ _____

Athlete Agreement

The purpose of the CSST Handbook is for athletes is to establish consistent expectations for athletes' behavior. By signing this, I agree to the following statements:

❑ I will always respect and show courtesy to my teammates and coaches.

❑ I will demonstrate good sportsmanship at all practices and meets.

❑ I will set a good example of behavior and work ethic for my younger teammates.

❑ I will be respectful of my teammates' feelings and personal space. Swimmers who exhibit sexist, racist, homophobic, or otherwise inappropriate behavior will be faced with consequences.

❑ I will attend all team meetings and training sessions, unless I am excused by my coach.

❑ I will show respect for all facilities and other property (including locker rooms) used during practices, competitions, and team activities.

❑ I will refrain from foul language, violence, behavior deemed dishonest, offensive, or illegal.

❑ If I disagree with an official's call, I will talk with my coach and not approach the official directly.

❑ I will obey all of USA Swimming's rules (when applicable) and codes of conduct.

I acknowledge that I have read and understood if I violate any part of this handbook, I will be subject to disciplinary action determined by my coach(es), Facility Manager, or Board of Directors.

Swimmer Signature: _____ **Date:** _____

Additional Family Swimmer Signatures: _____

_____ _____

Parent/Legal Guardian Signature: _____ **Date:** _____

Coach(es) Agreement

The purpose of this code of conduct for coaches is to establish common expectations for all members of the coaching staff of Charlevoix Area Community Pool.

❑ At all times, adhere to USA Swimming's rules and code of conduct. Coach(es) who exhibit sexist, racist, homophobic, or otherwise inappropriate behavior will be faced with consequences.

❑ Set a good example of respect and sportsmanship

❑ Act and dress with professionalism and dignity in a manner suitable to his/her profession.

❑ Respect officials and their judgment, abide by the rules of the meet and/or event. Treat opposing coaches, participants, and spectators with respect.

❑ Coach in a positive manner and do not use derogatory comments or abusive language.

❑ Win with humility and lose with dignity.

❑ Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.

❑ Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.

❑ Continue to seek and maintain their own professional development in all areas in relation to coaching and instructor.

❑ Always maintain a professional separation between coach and athlete.

Any complaints of a coach violating this code of conduct will be brought to the attention of the Facilities Director and/or the board of directors.