



3.1 COACHING CODE OF CONDUCT

Purpose of Policy

This policy provides clarity and direction on the role and expectation of coaches with respect to masters swimming in British Columbia.

Policy

Coaches shall adhere at all times to standards of personal behaviour which reflect credit on MSABC (hereafter the 'Association') and the whole process and practice of coaching swimming.

It is impossible to specify in precise terms all those actions which could be deemed to be prejudicial to the practice of coaching swimming and the best interests of MSABC. The following provide an indication of the types of incidents that are likely to be considered breaches of this section of the Code:

a. Public Criticism of Colleagues

Coaches should refrain from criticism of fellow coaches, swimmers and officials, particularly to and through the media or social media. When public comments are made, coaches have an obligation to ensure such comments are made judiciously, reflective of the facts, supportable and sensitive to the situation(s). Differences of opinion should be dealt with on a personal or club basis. Serious disputes may be referred to the MSABC Board of Directors.

b. Misrepresentation

Coaches should ensure that they do not in any way misrepresent their qualifications, affiliations, or professional competence to any client or prospective client, or in any publication, broadcast, lecture or seminar. Misrepresentation, after due consideration by the Board, could be regarded as a breach of this Code.

c. Commitment

When a coach enters into a commitment with an employer, with a team, or with an individual swimmer, the nature of that commitment should be specifically agreed to. Any such contract or terms of reference should be set out in writing and include fees (if any), and method of payment, the time commitment involved, and an indication of the expected outcome of the coaching.



d. Confidentiality

Coaches shall not divulge confidential information relating to a swimmer, to persons who can be judged to have a 'right to know', when relevant to the following:

- i. evaluation of the swimmer within the sport for competitive selection purposes;
- ii. recommendations concerning swimmers for professional purposes;
- iii. pursuit of disciplinary action involving swimmers for professional purposes; and,
- iv. pursuit of disciplinary action by MSABC involving fellow coaches in alleged breaches of the Code of Conduct; or,
- v. matters pertaining to the health and/or safety of the swimmer.

e. Criminal Conviction

Any conviction of a coach by a court of law is capable of reflecting adversely on the profession and MSABC. Criminal or summary conviction charges related to MSABC activities are likely to be regarded as breaches of this Code.

f. Disciplinary Proceedings by an Employer

Disciplinary proceedings by an employer leading to dismissal from employment connected with coaching could be regarded as a breach of this Code. Other disciplinary proceedings by an employer (e.g. reprimand) will not normally be considered as a breach of this Code unless the circumstances are sufficient to found a complaint under another section.

g. Personal Misconduct

Personal misconduct could give rise to disciplinary action by MSABC. Examples of such personal misconduct could include but may not be limited to wilful damage to property or equipment; theft; falsification of reports or accounts; breach of confidentiality; violence; misuse of alcohol or drugs; dishonesty; or indecency.

h. Reciprocal Suspensions

Suspensions imposed by the Federation Internationale de Natation Amateur (FINA), the Aquatic Federation of Canada and SNC will be recognized, honoured and upheld by MSABC and by all members of MSABC, provided such



suspensions were justly imposed, and MSABC is satisfied the suspended member's rights to due process were not violated.

Review of policy

This policy shall be reviewed by the MSABC Board of Directors as required.

Adopted and in effect - 15-April-2013

Reviewed – 12-January-2019