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## CODE OF CONDUCT AND ETHICS

### 1 BACKGROUND

Synchro BC desires to foster a safe and fair environment for its members that promotes equal opportunities and prohibits discriminatory practices. Members of Synchro BC are expected to conduct themselves at all times in a manner consistent with the values of Synchro BC, including fair play, integrity, honesty, tolerance, respect, and cooperation. The purpose of this Code of Conduct is to support the endorsement of the expectation of appropriate behavior, consistent with the values of Synchro BC, at all times.

Members who violate this Code of Conduct will be subjected to the disciplinary sanctions pursuant to Synchro BC's policies related but not limited to, Discipline, Dispute and Conflict and Harassment Policies.

Synchro Swim BC encourages the prompt reporting of all incidents.

### 2 ACCOUNTABILITIES

#### 2.1 INDIVIDUALS

All individuals have a responsibility to maintain and enhance the dignity and self-esteem of Synchro BC representatives and other individuals by:

- a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, ancestry, ethnic or racial origin, gender, sexual orientation, age, marital status, religion, religious or political beliefs, disability or economic status
- b) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members
- c) Using only appropriate physical contact
- d) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices
- e) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
- f) Working and training with integrity and honesty
- g) Interacting with others in a way that enables all individuals to maintain their dignity and respect
- h) Respect the property of others and not willfully cause damage
- i) Ensuring, promoting and encouraging the rules and objectives of the sport of synchronized swimming

## 2.2 COACHES

In addition to 2.1, Coaches have additional responsibilities. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes.

Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will, at all times:

- a) Ensure a safe environment and educate the athletes as to their responsibilities by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness levels
- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may cause harm
- c) 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 issues
- d) Accept and promote athletes' personal goals and refer athletes to other coaches and sport specialists as appropriate and as opportunities arise
- e) Encourage and facilitate athletes to be responsible for their own behavior, performance and decisions
- f) Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate
- g) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a synchronized swimming coach
- h) Act in the best interest of the athlete's development as a whole person
- i) Refrain from initiating the recruitment of athletes who are members of other member clubs during the competitive season
- j) Support the program, coaching staff, Synchro BC and CASSA when an athlete has qualified for a training camp, provincial team, national team etc.
- k) Recognize the power inherent in the position of coach
- l) Respect and promote the rights of all participants in the sport by respecting and promoting the rights of participants who are in a vulnerable or dependent position

## 2.3 PROVINCIAL TEAM ATHLETES

In addition to 2.1, Provincial Team Athletes will:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete
- b) Participate and appear on time for all competitions, practices, training sessions, events, activities or projects to which the athlete has made a commitment
- c) Adhere to Synchro BC's rules and requirements
- d) Sign and comply with Synchro BC's Team contract and athlete agreement
- e) Comply with travel, training, competitions, curfew and behavior regulations required

## 2.4 OFFICIALS

In addition to 2.1 and the below, please visit the [FINA Code of Ethics](#), [FINA Code of Conduct](#) and the [Synchro Canada Officials Handbook](#).

- a) Put the welfare of the association ahead of personal goals
- b) Work without remuneration or profit

## **2.5 BOARD OF DIRECTORS**

In addition to 2.1 and the below, please visit the “Board of Directors Roles and Responsibilities”.

- a) Put the welfare of the association ahead of personal goals
- b) Work without remuneration or profit

## **2.6 PARENTS/GUARDIANS AND SPECTATORS**

In addition to 2.1, Parents/Guardians and Spectators will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
- b) Provide positive comments that motivate and encourage participants continued effort
- c) Respect the decisions and judgments of officials, and encourage athletes to do the same
- d) Recognize the officials, executives, and staff act in good faith, and in the best interests of the athletes and sport as a whole
- e) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport

## **2.7 MEMBER CLUBS**

In addition to 2.1, Member Clubs will:

- a) Deliver their services in compliance with the constitution, bylaws, policies, rules, regulations and procedures of Synchro BC, and, where necessary, amend their own rules to comply with those of the Synchro BC
- b) Ensure that all athletes and coaches participating in sanctioned competitions are registered Members
- c) Engage only authorized coaches and sanctioned athletes

## **3 CONFIDENTIALITY**

Synchro BC will act consistently with Synchro BC’s policies on privacy and confidentiality and will not disclose names or details of circumstances related to a reported incident to anyone, except as necessary to investigate or resolve an issue, take disciplinary action, or as required by law.

Parties involved are required to keep the information confidential.

## **4 APPLICATION/JURISDICTION**

This policy applies to all Synchro BC employees, contractors, directors, officers, referees, officials, volunteers, participants, members and family members of participants.

For purposes of this policy, incidences may occur:

- a) at Synchro BC sporting events or training sessions;
- b) at Synchro BC offices;
- c) at Synchro BC meetings, conferences, events and training sessions;
- d) while travelling to or from Synchro BC activities; and,
- e) in any other location where incidences relating to involvement with Synchro BC may occur.

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## 5 RETALIATION

No person may engage in retaliation, intimidation or any other form of punishment against people who raise good faith concerns about conduct or who assist in an investigation. Retaliation will be grounds for discipline.

## 6 RESOURCES

Resources provided upon request

Access to this Policy will be provided to all members. By using these policies, all parties agree that they will not commence any action, legal or otherwise, against Synchro BC.

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