



SWIMMING NEW BRUNSWICK NATATION NOUVEAU-BRUNSWICK CODE OF CONDUCT

NOTE: In this policy “member” refers to all categories of members in Swimming New Brunswick/Natation Nouveau-Brunswick (SNB), as well as to all individuals engaged in activities with or employed by SNB, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees (including contract personnel).

SNB is committed to providing an environment in which all individuals are treated with respect. Further, SNB supports equal opportunity and prohibits discriminatory practices. Members are expected to conduct themselves at all times in a manner consistent with the values of SNB which include: fairness, integrity, open communication and mutual respect. Irresponsible behaviour by members can do severe damage to the sport of swimming and to the support which all levels of swimmers have worked so hard to achieve. Conduct which violates these values may be subject to sanctions pursuant to SNB’s Discipline Policy.

In addition to the above, the following specific behaviours will be subject to sanction pursuant to SNB’s Discipline Policy:

1. not complying with the by-laws, rules, regulations or policies of SNB, as adopted and amended from time to time;
2. verbally or physically abusing opponents, coaches, officials, spectators or sponsors;
3. showing disrespect to officials, including the use of foul language and obscene or offensive gestures;
4. abusing swim facilities or equipment;
5. failing to comply with the conditions of entry of a swim meet including any rules with regard to clothing or advertising;
6. failing to be available to meet reasonable requests for interviews by the media;
7. any other unreasonable conduct which brings the sport of swimming into disrepute, including but not limited to, abusive use of alcohol, non-medical use of drugs, use of alcohol by minors.

Examples of minor infractions:

- a) a single incident of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
- b) unsportsmanlike conduct such as angry outbursts or arguing;

- c) a single incident of being late for or absent from SNB events and activities at which attendance is expected or required;
- d) non-compliance with the rules and regulations under which SNB events are conducted, whether at the local, provincial, national or international level.

Examples of major infractions:

- a) repeated incidents of disrespectful, offensive, abusive, racist or sexist comments or behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, administrators, spectators and sponsors;
- b) repeated unsportsmanlike conduct such as angry outbursts or arguing;
- c) repeated incidents of being late for or absent from SNB events and activities at which attendance is expected or required;
- d) activities or behaviour which interfere with a competition or with any athlete's preparation for a competition;
- e) pranks, jokes or other activities which endanger the safety of others;