

POCONO FAMILY YMCA SWIM TEAM

CODES OF CONDUCT

The Pocono Family YMCA Swim Team (PFY) is a YMCA and USA Swimming club committed to providing a safe, positive, and respectful environment for all athletes. All swimmers, parents, coaches, and volunteers are expected to follow PFY, YMCA, USA Swimming, and applicable Safe Sport guidelines and demonstrate the YMCA's Four Core Values:

- Caring – Show compassion, kindness, and concern for others.
- Honesty – Be truthful, trustworthy, and act with integrity.
- Respect – Treat others, our facilities, and ourselves with dignity and consideration.
- Responsibility – Be accountable for our actions, commitments, and behavior.

These values, along with Fairness, Safety, Sportsmanship, and Excellence, guide everyone involved with PFY.

GENERAL CODES OF CONDUCT

All individuals involved with PFY are expected to:

- Demonstrate Caring, Honesty, Respect, and Responsibility at all times.
- Follow all PFY, YMCA, USA Swimming, Safe Sport, and facility rules, policies, and standards.
- Maintain appropriate athlete-adult boundaries and interactions consistent with applicable Safe Sport requirements.
- Treat all swimmers, coaches, parents, officials, volunteers, competitors, and others with dignity and respect.
- Treat facility staff, administrators, custodians, lifeguards, and other personnel with courtesy and respect.
- Respect the facilities we use. PFY members are guests and must follow facility rules, protect property and equipment, keep areas clean, and leave facilities in good condition.
- Demonstrate fairness, honesty, responsibility, and good sportsmanship.
- Refrain from abuse, harassment, bullying, discrimination, intimidation, hazing, retaliation, or threatening behavior.
- Immediately report suspected misconduct or athlete-safety concerns through the appropriate PFY, YMCA, or USA Swimming reporting process.

- Serve as positive role models and recognize that participation with PFY is a privilege.
- Photography and video are prohibited behind starting blocks, in locker rooms, changing areas, restrooms, and other designated private areas. All PFY, YMCA, USA Swimming, Safe Sport, and facility photography policies must be followed.

CONDUCT OUTSIDE OF PFY

PFY members are expected to uphold these standards while participating with other teams, schools, clubs, organizations, or activities outside of PFY.

Conduct outside of PFY that violates these standards, negatively affects the safety or well-being of PFY members, disrupts the team environment, or reflects negatively on PFY or the Pocono Family YMCA may impact an individual's participation or membership in the PFY Swim Team Program.

PARENT CODES OF CONDUCT

Parents are expected to:

- Follow the General Codes of Conduct, applicable Safe Sport guidelines, and model the YMCA Core Values.
- Encourage their swimmer's enjoyment, development, effort, and improvement.
- Support coaching decisions regarding training, group placement, meet entries, competition, and swimmer development.
- Allow coaches to coach and refrain from coaching or instructing swimmers during practices or meets.
- Avoid disrupting practices or attempting to gain the attention of swimmers or coaches except in an emergency.
- Fulfill all family volunteer requirements.
- Demonstrate respect and good sportsmanship toward swimmers, coaches, officials, facility staff, volunteers, competitors, and other families.
- Avoid intimidation, coercion, threatening behavior, retaliation, or conduct that brings discredit or disruption to PFY.
- Bring questions or concerns directly to the coaching staff.
- Follow the 24-Hour Rule: Parents must wait at least 24 hours after a meet, practice, incident, coaching decision, or other team-related concern before contacting a coach to discuss the matter. Athlete safety, Safe Sport, bullying, or welfare concerns should be reported immediately and are not subject to the 24-Hour Rule.

SWIMMER CODES OF CONDUCT

PFY swimmers are expected to:

- Abide by the Pocono Family YMCA (PFY) Member Code of Conduct at all times.
- Demonstrate the YMCA Core Values of Caring, Honesty, Respect, and Responsibility.
- Follow applicable Safe Sport rules and respect appropriate personal and physical boundaries.
- Remember that at practices, meets, team activities, and in public they represent PFY.
- Demonstrate respect, teamwork, good sportsmanship, and appropriate behavior.
- Follow the directions of coaches, officials, facility staff, lifeguards, and other authorized personnel.
- Respect all facilities, locker rooms, equipment, and property used by PFY.
- Give their best effort and be supportive teammates.
- Control their temper. Verbal or physical abuse will not be tolerated.
- Refrain from fighting, bullying, harassment, hazing, unwelcome touching, theft, dishonesty, or vandalism.
- Refrain from alcohol, tobacco, illegal drugs, and substances prohibited by YMCA or USA Swimming.
- Report behavior that makes them or another swimmer feel unsafe or violates PFY, YMCA, or Safe Sport requirements.

COACH CODES OF CONDUCT

PFY coaches are expected to:

- Abide by all PFY employment policies, procedures, and codes of conduct.
- Model the YMCA Core Values of Caring, Honesty, Respect, and Responsibility.
- Maintain and follow all required USA Swimming Safe Sport and athlete-protection requirements applicable to their position.
- Maintain appropriate professional boundaries and interactions with athletes.
- Provide professional coaching, training, and development for all swimmers.
- Treat athletes, parents, volunteers, facility staff, officials, and fellow coaches with respect.

- Provide positive and appropriate feedback and encouragement.
- Maintain all required YMCA, USA Swimming, Middle Atlantic Swimming, and facility certifications.
- Maintain knowledge of applicable policies, rules, and guidelines.
- Ensure physical contact with athletes is appropriate and consistent with applicable athlete-protection requirements.
- Report suspected misconduct or athlete-safety concerns as required.

VOLUNTEER CODES OF CONDUCT

PFY volunteers are expected to:

- Abide by all PFY volunteer policies, procedures, and codes of conduct.
- Model the YMCA Core Values of Caring, Honesty, Respect, and Responsibility.
- Follow applicable Safe Sport and athlete-protection requirements.
- Maintain any required training or certifications.
- Maintain appropriate boundaries with athletes.
- Understand and follow policies related to their volunteer position.
- Volunteer for the benefit of PFY and its swimmers.
- Avoid using a volunteer position to promote personal agendas or improperly influence the organization.
- Treat swimmers, coaches, officials, facility staff, parents, and other volunteers with respect.
- Place the safety and welfare of swimmers first.
- Report suspected misconduct or athlete-safety concerns through the appropriate channels.

VIOLATIONS – FAILURE TO UPHOLD THE CODES OF CONDUCT

All swimmers, parents, coaches, and volunteers are expected to follow these Codes of Conduct. Violations may result in disciplinary action based on the nature and severity of the behavior.

Consequences may include:

- Verbal Warning
- Restriction or Ban from PFY Practices, Meets, or Events
- Required Additional Adult Accompaniment

- Suspension of Locker Room Privileges
- Probation
- Written Disciplinary Warning and Behavior Modification Plan
- Suspension or Termination of Individual/Family Membership, Employment, Volunteer Service, or PFY Program Participation

Serious athlete-safety or Safe Sport concerns may be immediately reported or referred to the appropriate YMCA, USA Swimming, law-enforcement, child-protection, or other authorities when required.

Participation in the Pocono Family YMCA and PFY Swim Team programs is a privilege, not a right. The Pocono Family YMCA reserves the right, to the extent permitted by applicable law and YMCA policy, to deny, suspend, or discontinue services or program participation without prior notice when deemed necessary for safety, conduct, policy compliance, or the best interests of the YMCA and its programs.

PFY and YMCA leadership reserve the right to determine appropriate consequences within their authority based on the circumstances and severity of each situation.

REPORTING A VIOLATION

Members are encouraged to report suspected violations so concerns can be appropriately reviewed and addressed.

Code of Conduct Violations: Contact the Head Coach.

Bullying: Follow the PFY Anti-Bullying Policy and Action Plan and notify the Head Coach.

Safe Sport / Athlete Safety: Concerns involving abuse, misconduct, inappropriate behavior, or athlete safety should be reported immediately through the appropriate PFY, YMCA, and/or USA Swimming reporting process. These concerns are not subject to the 24-Hour Rule.

ACKNOWLEDGMENT

I have read and understand the Pocono Family YMCA Swim Team Codes of Conduct and agree to follow applicable YMCA, USA Swimming, and Safe Sport requirements. I understand that participation in PFY is a privilege, not a right, and that failure to follow these standards may result in disciplinary action, suspension, denial of program participation, or removal from the PFY Swimming Program.

Swimmer Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____