

# THE BERMUDA AMATEUR SWIMMING ASSOCIATION

## CODE OF CONDUCT

The Bermuda Amateur Swimming Association (“BASA”) is committed to providing an environment in which all individuals are treated with respect. Further, BASA supports equal opportunity and prohibits discriminatory practices. Members of BASA and participants in BASA’s programs and activities are expected to conduct themselves at all times in a manner consistent with the values of BASA. Conduct that violates these values may be subject to sanctions pursuant to BASA’s Discipline Policy.

### **1. Drug Free Sport.**

BASA is committed to drug-free sport. The Bermuda Government in conjunction with the National Sports Governing Bodies, have created the Bermuda Sport Anti-Doping Authority (BSADA) to coordinate the programs and activities associated with achieving a sporting environment free of illicit substance use and licit substance abuse and also to deter the use of performance enhancing drugs in sport. The Council is the sole agency responsible to administer drug screens to athletes to test for both illicit and performance enhancing drugs.

1. All swimmers, coaches, employees and officials of BASA are expected to participate in BASA’s activities without the use of substances or methods identified in the BSADA’s full list of banned and restricted doping classes and methods.
2. All of BASA’s members shall adhere to the BSADA drug testing policies. All athletes registered with BASA aged 11 and over will automatically be included as part of the Athlete Pool established by the BSADA and subject to random drug use testing. The BSADA is mandated to randomly test 5% of this Athlete Pool. As swimmers progress to representative status, additional testing regimes will also be applied. All swimmers, coaches and officials traveling overseas for a BASA-sanctioned event will be required to be tested prior to the trip.

### **2. General Conduct**

All organizers, coaches, officials, athletes, managers, volunteers, staff, spectators, and members of BASA have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of members and participants of BASA by:
  - a. Showing respect to all individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
  - b. Focusing comments or criticism appropriately towards athletes, coaches, officials, organizers, managers, volunteers, staff, spectators, members and families of members;
  - c. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
  - d. Ensuring that the rules of the sport, and the spirit of such rules are adhered to.
2. Abstain from the use of alcohol and tobacco while participating at BASA’s competitive events as an athlete, coach or official.
3. Practice responsible consumption of alcoholic beverages in social situations associated with BASA events.
4. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
5. Refrain from any behavior which constitutes harassment, where harassment is defined as

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comment or conduct, directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.

6. Refrain from any behavior which constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment.
7. Refrain from any behavior which constitutes bullying, where bullying is defined as persistent, offensive, abusive, intimidating or insulting behavior, abuse of power, sabotage, or application of unfair sanction which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines his/her self-confidence, or which may cause them to suffer stress or impeded performance. A person or group is bullied when exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and has difficulty defending themselves. Bullying may include name calling, verbal or written abuse, exclusion from activities, exclusion from social situations, physical abuse, or coercion.
8. Comply at all times with the policies, rules and regulations of BASA, as adopted and amended from time to time, including complying with any contracts or agreements executed with BASA.
9. Refrain from criticism of coaches, fellow athletes, parents and officials, particularly to and through the media. When public comments are made, members have an obligation to ensure such comments are made judiciously, reflective of the facts, supportable and sensitive to the situation. Differences of opinion should be dealt with on a personal basis.
10. BASA Board of Directors must abide by the Companies Act.

### **3. Responsibilities of Coaches**

In addition to the above, coaches shall have a responsibility to:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes.
2. Avoid compromising the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of athletic injuries.
3. Educate athletes about the dangers of drugs and performance-enhancing substances and methods.
4. Accept and promote athletes' personal goals and consult with and refer to other coaches and sports specialists as opportunities arise.
5. Communicate and cooperate with the parents and families of athletes who are minors and involve them in decisions pertaining to the athlete's development.
6. Consider the academic pressures placed on student-athletes and conduct practices and events in a

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manner that supports academic success.

7. Adhere to the Code of Ethics for Swim Coaches as prescribed by the American Swim Coaches Association, below, and other representative bodies of which the coach may be a member:

- a. PERSONAL CONDUCT

- (i) A coach member shall not abuse alcohol in the presence of athletes. A coach member of the ASCA shall not use illegal or recreational drugs. A legal conviction for possession or sale of any illegal substance shall be an automatic violation of this rule.

- (ii) All professional communications shall be conducted in an honest, open manner consistent with the best interests of the sport and the profession. Integrity is a basic part of coaching, whether financially or in dealing with swimming events and entries. A member is accurate at all times to the best of their knowledge.

- b. COACH TO COACH

- (i) In all professional matters regarding the changing of organizational affiliation of athletes, the initial discussion of any such change in affiliation should be initiated by the athlete, and not by the coach member, or direct agent acting on behalf of the coach member.

- c. COACH TO ATHLETE

- (i) A coach member will always make decisions based on the best interest of the athlete.

- (ii) A coach member shall not engage in sexual relations with any minor.

- (iii) Sexual misconduct consists of any behavior that utilizes the influence of the coaching position to encourage inappropriate intimacy between coach and athlete.

- (iv) Coaches of Collegiate age athletes shall not engage in sexual relations with athletes that they coach, even of legal age.

- d. COACH TO COMMUNITY

- (i) Any criminal conviction will constitute a violation of the Code of Conduct. See also Section A above.

This code does not exhaust the moral and ethical considerations that should inform any professional swim coach, but simply provides a framework for the ethical coaching of the sport of swimming.

#### **4. Responsibilities of Athletes**

Athletes who have been selected to a representative team of BASA shall have an additional responsibility to:

1. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to train or compete.
2. Participate in all competitions, events or projects to which the athlete has made a commitment.

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3. Adhere to BASA's requirements regarding clothing and equipment, and wear clothing that represents BASA both travelling to and from Bermuda for overseas meets.
4. Refrain from criticism of coaches, fellow athletes, parents and officials, particularly to and through the media. When public comments are made, members have an obligation to ensure such comments are made judiciously, reflective of the facts, supportable and sensitive to the situation. Differences of opinion should be dealt with on a personal basis.
5. Respect and care for the property of others. Vandalism, intentional damage to property or theft of property will not be tolerated.
6. Refrain from blatant or inferred disrespectful behavior to coaches, team officials, other team members or anyone though such things as ignoring requests from coaches or team officials to desist with certain behaviors or participate in certain activities.
7. Refrain from disrespecting other team members through such things as ignoring requests to desist certain anti-social behaviors or rude verbal responses, etc.
8. Refrain from communicating with others using inappropriate nonverbal cues such as lack of eye contact, sarcastic intonation and inflection of voice, etc., using outright rude verbal responses, digital gesticulation etc. Instead Athletes should raise a matter to be discussed that is of concern in a mature fashion.