

Fox Valley Swim Team



2024-2025
Code of Conduct

Fox Valley Swim Team



- “FOX” is a competitive swim program for District 204 residents practicing out of Neuqua Valley & Waubonsie Valley High Schools and the Fry Family Y.
 - More than 400 swimmers at 3 locations
 - Multiple groups between Seniors, Age Group and Team Development
- FOX is a club under the umbrella of USA Swimming and Illinois Swimming.
- FOX policies and procedures are coordinated with USA Swimming and Illinois Swimming requirements and recommendations.

Code of Conduct



- Introduction
- Respect
- Communication
- Rules & Regs
- Behavior & Culture
- COC Form
- Disciplinary Action

This presentation will be posted on the website for future reference.

Introduction



- FOX has 400-500 members our team.
 - We cannot outline or anticipate every situation that arises.
- USA Swim/SafeSport are our guide and baseline for setting expectations
- How does FOX communicate our COC?
 - Parent Meeting
 - Coach/Athlete/Parent Age Group Meetings - More in depth participation, age specific as needed
 - Athletes, Parent, Coach Acknowledgement of COC

Roles and Responsibilities



Coaching Staff

- Leads day to day operations of the club's "wet side"
- Manages everything regarding practices, meets, entries, group placements, online calendar and more
- Directs swimmer, coach and parent education and culture
- Handles most* disciplinary decisions

Support Staff and Key Volunteers

- Leads day to day operations of the club's "dry side"
- Billing, registration, TeamUnify, apparel, hosted meets
- Work closely with head and lead coaches

Board of Directors

- General oversight of organization: "10,000 foot view"
- Ensures financial stability of club
- Involved in significant disciplinary action* (i.e. USAS SafeSport violation). This is VERY rare!
- NOT involved in the daily operations

Conflict Resolution



CONFLICT RESOLUTION POLICY

Concerns with practices, meets, performance, training, and discipline, please email the following the chain of command below:

Swimmer's Group Coach

Swimmer's Lead Age Group Coach

Team Head Coach

Board of Directors
(for appropriate
topics)

Respect



- Respect is required at all times when interacting with all coaches- not just the lead or head coach.
- Respect coach decisions - events assigned, meet assignments, practice schedules, developmental decisions, discipline etc.
 - Coaches have the same goals as parents- successful seasons for all swimmers!
- Respect officials and the calls that they make.
- Be respectful of people's (coaches, board members, volunteers) time.
- Respect the outcome of a meet, race, discipline, or any other swim issues whether or not you agree.
- Parents/Volunteers/Board - 100% parent volunteers
 - Be respectful of how you treat people and people's time

Communication



- Senior athletes - swimmers should communicate directly with coaches while CC'ing another adult (parent or second coach)
- Parents:
 - Please respect people's time. If email is too long, schedule a meeting as an alternative.
 - Text messages are discouraged except in case of emergency
- Response - Allow 24 hours and/or after weekend or meet. Immediate response cannot always happen.
- Email:
 - Be professional & recognize your word choice, tone, grammar. Emails with aggressive/degrading or accusatory language will be escalated to the Board of Directors
 - 24 hour rule
 - Length of email-keep things short and sweet, or schedule a meeting for more complicated discussions
 - Do not text Meet Committee on volunteer issues, please email volunteers@foxswimteam.com
- If issue remains unresolved after following team communication parameters, Board of volunteers may be involved.

Rules & Regs – USA



- USA Swim Safe Sport - Locker rooms, Bullying, Misconduct
- Substance abuse
 - Alcohol
 - Tobacco - Cigarettes, vaping
 - Drugs - Px and non Px

Rules & Regs - FOX



- Cell Phone Policy
 - Create a culture, team bonding
 - Not on Deck at practice or meets
 - Absolutely not in locker rooms/restrooms, changing areas, behind blocks
 - No smart watches in the pool during practice
 - Social Media Policy – no cyber bullying
- Practice/Meet Policy
 - Be on time
 - Engagement, work ethic
 - Disruptive behavior
 - Scratch Policy -
 - Scratches resulting from failure to positive check-in cannot be reversed
 - Decisions to scratch races must be made in conjunction with the coaching staff prior to meet start

Behavior & Culture



- Behavior
 - No abusive behavior - physical or verbal
 - Bullying/Misconduct on and off the deck (a lot can happen away from practice/meets) will not be tolerated in any way
 - Social media needs to be treated the same as in-person interactions
 - Good sportsmanship - Do not emphasize winning or beating another swimmer (team or other team)
 - Respect to all
- Self Awareness
 - How does your behavior affect others? (Direct and indirect)
 - How would you feel if you were on the other end?
 - Would I want this message/photo/email to be seen by my parents, coach, teachers, boss?

COC Pledge



- COC Form for Athletes, Parents, Coaches - USA Swim Form acknowledgement was signed electronically at registration
- USA Swimming
- Signing for your family (Not just the parent that signs)
- Travel Policies/Code of Conduct (when at out of town meets or team trips)

Disciplinary Action



- COC Form for Athletes, Parents, Coaches - USA Swim Violations/Disciplinary Action (may result in, but not necessarily limited to)
 - Verbal/written warning
 - Coach/Swimmer/Parent meeting
 - Parent attendance at practice (monitor swimmer behavior for younger kids)
 - Temporary dismissal or suspension from practice/meet/team
 - Removal from the team
 - Disciplinary action may depend on severity of situation especially when concerning the safety of a swimmer or others
- Minor disciplinary action will be handled exclusively by coaching staff
 - Significant disciplinary action, including but not limited to SafeSport violations, may involve the Board of Directors

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Thank you for your support!