

Mountain View Masters Code of Conduct

Preface

The Mountain View Masters Swim and Social Club's (MVM) philosophy is "A healthy balance between fitness, fun, and competition." To this end, we must strive to sustain a positive and safe environment where all members feel welcome.

The MVM Code of Conduct defines the expectations that staff and team members must meet to accomplish this. Members of MVM agree to abide by this Code of Conduct.

Code of Conduct

We will follow all pool and USMS rules, and share the lanes responsibly. No diving into the pool is permitted unless permission is explicitly granted from the coach(es) on deck.

Each MVM member is expected to do his or her utmost to create a Team culture of dignity and respect that is free from harassment and intimidation.

Coaches are responsible first and foremost for the safety of all members present at a workout.

Members are committed to following all coaching staff instructions and to making an honest effort to follow workouts as written. Members may modify the written workout so long as all swimmers present in the lane agree to the changes.

Physically or verbally abusive behavior is unacceptable for members of MVM, whether on the pool property, at practice or at any MVM-related activity.

Members will refrain from publicly judging, criticizing or otherwise creating a hostile environment for others.

If members are unable to resolve conflicts among themselves in a civil and reasonable manner, members should contact a coach on deck or if appropriate an MVM board member for assistance and mediation.

The judgment of the Coach on Deck shall be respected as final by the swimmers. If a swimmer feels that such a judgment or decision is unfair or in error, the swimmer is encouraged to bring the matter to the attention of the MVM Board for review and action as appropriate.

Penalties for Violation of the Code of Conduct

At the discretion of the Coach on Deck and/or Coaching Staff, any one or all of the following penalties may be applied:

- = Private reprimand of the swimmer ;
- = Suspension from practice— without any reimbursement of any fees paid;
- = Suspension from MVM if there are egregious, multiple, and/or irresolvable violations. This penalty requires concurrence of the MVM Board.

At the discretion of the MVM Board, any member of the coaching staff determined to be violating the Code of Conduct may be subject to disciplinary action, including suspension of or termination from employment depending on the severity of the violation.

Conclusion

MVM aspires to be a great team. We rely on one another's good judgment, respect, and commitment to uphold a high standard of conduct. In this way, we can achieve our maximum potential as a fun social and fitness club and as a competitive-masters swim team. Remember, if you see or hear something that you believe does not respect the values we hold — speak up!

