

WALNUT CREEK MASTERS CODE OF CONDUCT

Walnut Creek Masters (WCM), a U.S. Masters Swimming (USMS) Gold Club team, welcomes and fully supports team members of all levels of swimming background and ability. "Masters" refers to athletes ages 18 and over, not expert level swimming. Our coaches and volunteers recognize the dignity of each person and refrain from behaviors or words that are disrespectful of any one or any group.

It is a team priority to provide a rewarding experience to the entire swim community. WCM welcomes and fully supports team members of all sexual and gender identities, socioeconomic status, national origin, race, and religion. We offer our members, and potential members, a team practice environment which seeks to ensure the safety and inclusion of all members and any athletes and/or spectators who attend our team sponsored events.

By registering as members of WCM, or registering as members or trial members of USMS and swimming with our team, team members and participants of team practices acknowledge and accept that the opportunity to participate in our team activities is a privilege and as such shall conduct themselves with integrity and in a manner consistent with our team mission and ideology. Therefore,

1. All team members shall respect and protect the privileges of others who share and participate in WCM activities. WCM reserves the right to revoke the privileges of membership. Participation in team practices and/or events may be withdrawn or denied if the conduct of a member or prospective member is inconsistent with the mission and/or ideology of our team, U.S. Masters Swimming, or the best interest of the sport and those who participate in it.
2. All members are expected to maintain an environment of respect free from harassment and intimidation. They shall refrain from publicly judging, criticizing, or otherwise creating a hostile environment. Physically or verbally abusive behavior is unacceptable at the Clarke Memorial Swim Center, the Larkey Swim Center, or wherever we practice, and at any WCM sponsored activity or event.
3. Members shall obey all team, facility, and government-imposed rules, and share the pool responsibly and courteously.
4. Members shall respect the decisions and judgment of the coaches. In the event of a dispute, the member will first speak with the coach in an effort to resolve the issue. If resolution cannot be reached, the member may submit a written grievance to the WCM Board of Directors.

Unsporting conduct, or other conduct inconsistent with WCM's Code of Conduct that will result in disciplinary action includes but is not limited to:

1. Any act of fraud, deception, dishonesty, or knowingly providing false information.
2. Any intentional nonconsensual physical contact, obscene language or gestures, or other threatening language or conduct directed toward other club members, coaches, facility staff, volunteers and any other person participating in any capacity whatsoever in the affairs and activities of WCM.
3. Any nonconsensual sexual conduct, pattern of unwelcome sexual advances, or other inappropriate sexually oriented behavior or action by a team member toward another team member, coach, facility staff, volunteers or any other person participating in any capacity whatsoever in the affairs or activities of WCM.
4. Any form of harassment, hazing, or bullying, either in-person or via social media postings.

VIOLATION OF THE WCM CODE OF CONDUCT

The Head Coaches are responsible for disciplining team members for violations of the Code of Conduct. It is expected that the Head Coaches will use reasonable judgment based on the following factors:

1. The nature and severity of the conduct.
2. The intention of the party engaged in conduct contrary to the Code of Conduct.
3. Any prior disciplinary actions regarding the team member.
4. The adverse effect of the conduct on other team members and/or WCM.
5. The application of the Code of Conduct.

PENALTIES FOR VIOLATION OF THE WCM CODE OF CONDUCT

Any violation of the WCM Code of Conduct, as determined by either of the Head Coaches or the WCM Board of Directors, may result in the following notifications and/or penalties:

1. Private verbal reprimand.
2. Removal from a practice or team activity.
3. Suspension from practices or team activities.
4. Revocation of team membership.
5. Notification to USMS of violations under Article 402 of the USMS Rule Book available online at www.usms.org.
6. Notification to the local authorities should the violation be illegal or criminal in nature.