

APPENDIX B



Coaches/Managers Code of Conduct

I, the undersigned staff member agree to participate in the Pacific Swimming sponsored activity named below. I agree to abide by the standards of conduct outlined below, in addition to those guidelines established by the activity director at the activity site. Any additional guide lines regarding conduct will be presented at the first team meeting following establishment of these guidelines.

1. Staff members are required to attend all team functions. These include, but are not limited to, meetings, training sessions, practice sessions, competitions, exhibitions and press conferences unless excused by the activity director.
2. The possession or use of alcohol, tobacco or any controlled substances, is prohibited.
3. Staff members are prohibited from wearing any home team clothing or trying to recruit swimmers, either directly or indirectly, for their home club.
4. Staff members are required to help supervise the athletes at all times during the activity.
5. Barring acceptable extenuating circumstances, failure to comply with this Code of Conduct may result in the following:
 - a. Code of Conduct violations will be immediately referred to the Zone Board of Review.
 - b. Loss of compensation for the activity
 - c. Suspension from participating in future activities
 - d. Reimbursement to Pacific Swimming for all costs incurred on my behalf
6. The Pacific Swimming Administrative Review Board shall within 30 days determine the penalty and notify the staff member of their findings.
7. Any disciplinary action may be appealed in accordance with USA Swimming Rules and Regulations Part Four and Pacific Swimming Bylaws Article 10.

Signature

Date

Print Name