



# **CODE OF CONDUCT**

**We promote a water polo program that always teaches all athletes to compete rigorously, both on and off the pool, in school, and in life;**

**A program that inspires athletes, coaches, and spectators to be courteous and respectful to opponents, officials, and visitors in all situations;**

**A program that enables ongoing collaboration to develop and enhance water polo skills.**



Dear Athletes, Parents, and Coaches,

This Code of Conduct is presented to you as a participant in the Surrey Water Polo Club (SWPC) and outlines the expectations of the SWPC participants. The SWPC appreciates your willingness to participate and your commitment to meet the expectations set forth herein. We believe participation in sports provides a wealth of opportunities and experiences that assist athletes in leading a productive life. A well-organized water polo program helps athletes with self-expression, mental alertness, and physical growth. It is our intent to maintain a program that is sound in purpose and will further each athlete's maturity.

By participating in our program, you are committing to certain responsibilities and obligations established by the SWPC Board. Each one of you represents the SWPC, and by becoming a member of a team as a player, parent, or coach, you agree to be accountable for your actions both in and out of the pool.



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## Registration

Every athlete must register to participate. Registration is open at within one month prior to the start of the season. Each athlete must fill in all the information on the registration form including medical and emergency contact information.

## Trying Out for a Team

Try-out applies to the high-performance program. The coach will give all athletes a fair evaluation during tryouts. Athletes will be evaluated on criteria including, but not limited to, the following: skills, attitude and effort. At the beginning of the season, each coach is responsible for letting each athlete know if cuts will be made and what the criteria are. It is expected that all interested athletes participate in team tryouts as required by the coach. In the event of extenuating circumstances, the athlete and parent should discuss the possibility of a delayed try-out with the coach. It is up to the coach if the athlete can be allowed to try out after the start of practice. When cuts are made each coach is required to talk to each athlete to tell them why they were cut. Also, each coach is required to explain what the athlete can improve upon so that they can possibly try out the following year.

## Practice/Game Attendance

Attendance is required for all practices and games. Athletes are expected to be at practices, games and other team/club events on time. Missed time may affect personal conditioning, team chemistry, and performance and therefore may result in adjusted playing time. Coaches do understand that excused absences occasionally arise, however, even excused absences may affect playing time... not because the coach wants to punish athletes when they miss practice, but they may be compelled to reward other athletes who regularly and consistently attend. Any athlete absences or lateness to the water polo event without prior permission from the coach will be subject to appropriate consequences. These consequences may range from a verbal warning, reduced or restricted playing time, suspension, or dismissal from the team, depending on the circumstances. The coach will have the final say on whether to impose consequences for missing practices or games.

No athlete will leave the site of a water polo activity without permission from the coach and/or parent. Athletes need to be picked up immediately following the end of any team-related activity.

## Quitting a Team

All athletes are encouraged to carefully consider their desire to be a member of the SWPC prior to trying out for that team. Once selected as a member of the SWPC, there is an expectation of successfully completing the season in good standing. If an athlete is contemplating quitting a team for any reason, he or she is strongly encouraged to talk with the coach prior to making a final decision, and a parent conference may be warranted. Although strongly discouraged, in the event an athlete is compelled to quit a team during the season, the SWPC will allow the athlete a 48-hour grace period to reconsider their decision and to meet with the coach to request reinstatement. The coach will consider the athlete's prior commitment, attitude, attendance, and work ethic as well as any extenuating circumstances when determining whether the athlete should be reinstated or not. Additionally, the coach will consider and communicate any possible consequences to be implemented if the athlete is reinstated.



## Expectations for Parents

At the beginning of the season, each coach will facilitate a group parent meeting, and it is expected that at least one parent of each athlete will attend this meeting. Important information will be discussed, including, but not be limited to:

- General and sport specific rules;
- Expectations and team requirements;
- The coach's philosophy and procedures for practice, play and injuries;
- A practice schedule; and
- A game/tournament schedule if known at that time

**Practices/Games:** It is expected that parents make arrangements for their child to attend all practices and games and for prompt pickup at the conclusion of each practice or game. Carpooling may be possible if needed. Throughout the season, parents and athletes must inform the coach in advance of any scheduling conflicts preventing the athlete from attending practices and /or games, including family vacations.

**Participation:** Parents are expected to assist the SWPC by meeting the volunteer requirements communicated at the beginning of and throughout the season.

### Behaviour as a Spectator:

- All cheering should be supportive, enthusiastic, and positive;
- Profanity, degrading language or gestures, and negative cheering is NOT appropriate and will NOT be tolerated;
- Avoid all words and actions that could offend officials, coaches, spectators, teams or individual players;
- Show appreciation of good play by both teams;
- Learn the rules of the game in order to be a better-informed spectator;
- Accept the judgment of coaches and officials. Let the coach address concerns with the referees as the formal representative of the team; and
- Encourage other spectators to participate in the spirit of good sportsmanship'

**Parents and/or spectators failing to meet the requirements above will be required to leave the premises. Any parent and/or spectator ejected from the premises will be required to meet in person with the SWPC Board prior to attending/participating in another event.**

### General Expectations and Encouragement:

- Be supportive and encourage individual athletes, the coach, and the team as a whole;
- Be realistic;
- Be patient;
- Be informed - know/learn water polo sport rules;
- Reinforce a healthy lifestyle;
- Emphasize the importance of academics;
- Encourage healthy eating and sleeping habits; and
- Show interest by attending events regularly and talking to your child about his/her experience.



## Communication with the Coach

Coaches welcome discussion including, but not limited to, the:

- mental/physical status of your child,
- specific ways to help your child improve, and
- your child's preparation, commitment, performance, behaviour, and other

### Procedures:

1. To encourage the life skill of self-advocacy, we expect that athletes communicate directly, openly and honestly with their coaches to discuss any concerns or questions.
2. If a resolution is not reached or if the conversation is better suited between the parent and the coach, a parent/guardian should contact the coach to set up an appointment with him/her. As there are responsibilities the coach has to attend to before and after practices and contests, it is recommended that you call or email to schedule a meeting with the coach for a mutually agreeable time.
3. Follow the "24-Hour Rule." For parents, it is important to separate their child's sports development from emotions. For this reason, SWPC has adopted the "24 Hour Rule" which simply states that coaches and/or parents will not discuss a situation until at least 24 hours after the fact. This important rule does two things. First, it moves the discussion away from the presence of the athlete. Second, it allows all parties to have time to put things in perspective and "cool off", if necessary.
4. After meeting with the coach, if there are still unresolved concerns, please contact the SWPC Board to schedule a meeting.

## Expectations for Coaches

**Coaches' Meeting:** Coaches are expected to attend coaches' meetings when required. The Club coordinator will provide advance notice of such meetings.

**Practices/Games:** It is expected that coaches verify practice and games schedules and communicate any and all changes in advance and in a timely manner. Do NOT rely solely on your athletes/team managers to communicate changes. If assistance is needed to set up communication apps, etc., please see your Team Manager or the Team Snap Coordinator.

Coaches are expected to properly supervise all athletes during scheduled pool times.

**Rules:** Coaches are expected to know and enforce all the rules of water polo and seek opportunities to continuously learn and grow as a coach.

### Behaviour as a Coach:

- All coaching should be supportive, enthusiastic, and positive;
- Profanity, degrading language or gestures, and negative coaching during practices or games is NOT appropriate and will NOT be tolerated;
- Avoid all words and actions that could offend officials, coaches, spectators, teams or individual players;
- Show appreciation of good play by both teams;
- Be a role model for the players. When needed, address concerns with the referees in a respectful manner; and
- Encourage your players and spectators to participate in the spirit of good sportsmanship



### **General Expectations and Encouragement:**

- Communicate regularly with athletes and as needed with parents;
- Be supportive and encourage individual athletes and the team as a whole;
- Be a positive role model;
- Be realistic;
- Be patient;
- Emphasize the importance of academics;
- Encourage healthy eating and sleeping habits;
- Do not put undue pressure on your athletes
- Maintain a winning attitude in a positive way; and
- Finds ways to include as many athletes as possible

## **Expectations for Athletes**

### **Preamble:**

Sports play a crucial role in promoting physical, emotional and social development of children. Therefore, it is essential for parents and coaches to encourage athletes to embrace the values of citizenship and sportsmanship, which starts by being good role models. As a participant in the SWPC program, the conduct of all athletes, coaches and parents is always closely observed. Inappropriate conduct will be referred to the SWPC Board for appropriate follow-up and possible consequences. All athletes are expected to:

- Model appropriate behaviour at all times, which includes but is not limited to, travel behaviour, behaviour at home and away events, behaviour in public, and behaviour in school/on school grounds
- Refrain from using nicotine products, alcohol, marijuana (including edibles) and drugs
- Refrain from using profanity and making inappropriate gestures
- Refrain from instigating conflict, taunting, and trash talking;
- Understand and abide by the rules and regulations of the water polo game (no illegal tactics)
- Respect the decisions of the officials;
- Respect the decisions of the coaching staff;
- Properly care for all equipment and facilities;
- Stay positively engaged in the game and encourage the team/teammates
- Avoid all negative interactions with all spectators;
- Win and lose graciously; and
- Congratulate and shake hands with the opponent on a well-played game, win or lose

### **Purpose**

Significant findings in health research have pointed out the undesirability of using tobacco, marijuana, alcohol, drugs, vaporizers and other controlled substances, which affect the physical or mental performance of the athlete. As it is a privilege to participate in water polo and sports in general, the Board always expects all athletes to uphold the highest degree of conduct in all areas of life. Unfortunately, education and reasoning alone are not always sufficient to promote proper behaviour or to deter the use of nicotine products, marijuana (including edibles), alcohol, drugs, vaporizers and other controlled substances. Therefore, the SWPC athletes that violate this Code of Conduct will be subject to consequences.

### **Clearance to Participate**

In order to participate in the SWPC program, athletes must meet all of the eligibility criteria, as follows:



- thorough and complete online registration, which includes athlete medical information and parent/guardian consent
- Code of Conduct

All documents must be completely filled out and on file. Further, it shall be the obligation of the athlete to report all injuries and illness to the coach without delay. **ANY STUDENT SUSTAINING AN INJURY REQUIRING MEDICAL ATTENTION OR PROLONGED ABSENCE MUST BE REQUALIFIED BY A LICENSED PHYSICIAN IN WRITING PRIOR TO RETURNED PARTICIPATION.**

### **Sportsmanship**

The SWPC promotes and upholds good sportsmanship as an essential component of participation in water polo. We want the ideals of good sportsmanship, ethical behaviour, and integrity to prevail. In perception and practice, good sportsmanship shall be defined as those qualities of behaviour that are characterized by generosity, genuine concern, love and respect for others. Participation in water polo is a privilege. All athletes are expected to be good citizens maintaining a high standard of conduct at all times.

### **Bullying**

Repeated and aggressive behaviour by an athlete or group of athletes will be qualified as bullying where such behaviour is intended or likely to cause:

- harm, fear or distress to another athlete, including psychological harm or harm to the athlete's reputation;
- a real or perceived power imbalance between the recipient and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, race, disability or the receipt of special education.

Bullying can occur in many different forms:

- Physical bullying (using your body or objects to cause harm): includes hitting, punching, kicking, spitting, coercing or vandalizing someone else's belongings;
- Verbal bullying (using words to hurt someone): includes name-calling, put-downs, threats and teasing;
- Social bullying (using your friends and relationships to hurt someone): includes spreading rumours, gossiping, humiliating initiation practices or hazing, mobbing, scapegoating or making others look foolish or unintelligent.
- Cyberbullying (using Internet or text messaging) to intimidate, put-down, spread rumours or make fun of someone.

Bullying does not include expressing differences of opinion, offering constructive feedback, guidance, or advice.

### **Use of Controlled Substances**

If there is a reason to suspect that SWPC athlete is under influence of or using of nicotine products, marijuana (including edibles), alcohol, drugs or other controlled substances, SWPC may request the athlete to perform drug/alcohol test by a licenced testing laboratory. Before being asked to submit to a drug/alcohol test, the athlete will receive written notice of the request. SWPC also may perform random screening from time to time.

If an athlete is asked to submit a drug/alcohol test, the athlete shall perform testing within 48 hours from the date of the written notice issued by SWPC and shall notify SWPC of the results within one week from date of written notice issued by SWPC. **Failing to perform testing will be qualified as a Level 2 Offense.**



SWPC will make every effort to keep the results of drug/alcohol test confidential. Only persons with a need to know will access them. Be advised, however, that the results may be used in arbitration, administrative hearing, and court cases arising as a result of the athlete's drug testing. Also, results may be sent to federal/provincial agencies as required by law. If an athlete is to be referred to a treatment facility for evaluation, the athlete's test result will also be made available to the athlete's counsellor. The results of drug testing will not be used against an athlete in criminal prosecution.

The athlete will pay the cost of any drug/alcohol testing that is requested by SWPC.

### **Enforcement**

At Water Polo Canada sanctioned events, Water Polo Canada Code of Conduct will prevail. SWPC Code of Conduct may enforce additional consequences on a case by case basis.

Violations of the SWPC Code of Conduct will be handled by the SWPC Board. Any athlete ejected from a game for unsportsmanlike conduct, including taunting, or for a flagrant foul shall not participate in the next previously scheduled game. Disqualifications from one season carry over to the next season of participation. Additional consequences can also come from the Lower Mainland Water Polo League or accredited Water Polo Provincial Sport Organization, or Water Polo Canada. Any member of the team who strikes, shoves, kicks or makes other physical contact with the intent to annoy, harass or intimidate an official shall be expelled from the game immediately and banned from further participation for a period of time to be determined by the SWPC Board.

Anyone ejected from a water polo game may face additional consequences depending on the circumstances of the ejection. ***Anyone ejected for brutality, at the discretion of the SWPC Board, will be required to meet in person with the SWPC Board prior to attending/participating in another game.***

### **Consequences for Violations**

#### **LEVEL 1 OFFENSES:**

- Harassment and Sexual Harassment (without physical contact);
- **Possession, Use or Promoting of Nicotine Products;**
- Bullying (as defined in the SWPC Code of Conduct);
- Threats toward officials, coaches, spectators, teams or individual players.

**FIRST VIOLATION:** The athlete will be suspended from participating in practice for seven (7) calendar days and ineligible to participate in at least one (1) game. At least one parent and the athlete must meet in-person with the coach before the athlete can participate in a water polo practice or game following the suspension.

**MULTIPLE VIOLATIONS: Violations will accumulate during the season.** After an athlete violates the SWPC Code of Conduct at Level 1, **additional violations will result in the following consequences:**

**2nd Violation:** Removal from the current team for the remainder of the season

**3rd Violation:** Removal from the current team for the remainder of the season and from for the next season.

#### **LEVEL 2 OFFENSES:**

- Physical Sexual Harassment;
- **Possession, Use, Promoting or Sale of Alcohol, Marijuana (including edibles), Drugs, or Synthetic Drugs and other substances banned by FINA that are listed in the Prohibited List January 2019 document issued World Anti-Doping Agency;**
- **Possession or Sale of Drug Paraphernalia;**



- **Theft, Robbery, Burglary, Larceny, Vandalism, Graffiti, Tampering with Safety Equipment with Intent to Alarm or Do Harm;**
- Preventing a Person's Liberation;
- Possession or Distribution of Pornography;
- Gang Activity;
- Possession of a Weapon;
- Multiple Offences including at least one Level 1 Offence;

**FIRST VIOLATION:** Removal from the current team for the remainder of the season.



## Statement of Recognition and Understanding of the SWPC Code of Conduct, and Assumption of Risk **(For Parents and Athletes)**

By signing below, my child and I recognize and understand the following:

1. The goals of the SWPC program are:
  - a. To develop character and life skills;
  - b. To develop water polo skills, physical abilities, and knowledge of the game;
  - c. To develop a competitive and winning mindset
2. Implementation and emphasis of those goals may influence playing time, and playing time occurs at the coaches' sole discretion.
3. All participants must meet eligibility rules, including parental permission and medical clearance if necessary.
4. Athletes must attend and be on time to all practices unless they are absent for legitimate reasons and their absence has been communicated to the coach in advance or as soon after the incident has occurred, and that their attendance and participation in practice effects their good standing on the team, playing time, etc.
5. School attendance is important and academic performance in school is the first priority.
6. Athletes must take proper care of SWPC equipment, and if those items are not returned, athletes will be responsible to pay for their replacement.
7. Cancellations will occur, and every effort will be made to communicate changes in good time.
8. Parents must attend parent meetings as required.
9. As spectators, parents are role models and must behave appropriately, without making negative comments toward the referees, the coaches, individual players, either team or any other spectators.
10. When concerns arise, athletes should be encouraged to talk to the coach first. When parents talk to the coach, the 24-hour rule (waiting 24 hours after a water polo event ) will apply.
11. Concerns must be directed first to the coach; if unresolved, then to the SWPC Board.
12. Adhering to all rules, upholding good sportsmanship and ethical conduct in and out of the pool, and fair play during games are all essential to ensure a good experience for all participants.
13. Hard work and dedication achieve better results but may or may not result in individual recognition. "Team first, me second" is the proper attitude to possess. Coaches will recognize for both water polo performance and good character.



14. Violations of the SWPC Code of Conduct at Levels 1 and/or 2 as identified will result in varied consequences which may include suspension from participation and possible removal from the team and/or the entire SWPC program.

Furthermore, by signing below:

- a) I understand there is an inherent risk for injury to my child to occur during participation in water polo. I grant permission to the SWPC personnel and contracted coaches to act in the best interest of my child should such injuries occur, including treatment and, if necessary, emergency room referral. If my child is injured, I will submit all claims to my personal health insurance, and thereafter, I may request the SWPC's insurance to cover costs not covered by my insurance with the understanding there is no guarantee that the SWPC's insurance will cover any costs. I have read the SWPC Code of Conduct, and I understand the responsibilities, rules, and conduct expectations. By choosing to participate in the SWPC program, we agree to abide by all rules and responsibilities therein.
- b) I hereby authorize SWPC to conduct random drugs/alcohol screening from time to time and I release the SWPC and any person affiliated with the SWPC conducting the screening, from liability of any nature. My consent herein represents the entire understanding and agreement relating to the subject matter and SWPC shall be entitled fully to rely on this consent.

\_\_\_\_\_  
Athlete Name (Please Print)

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Athlete Birthday

\_\_\_\_\_  
Athlete Signature

\_\_\_\_\_  
Parent/Guardian Signature