



**N·A·N·A·I·M·O  
DIAMONDS**

## **Athlete and Club Code of Conduct**

The Nanaimo Diamonds Artistic Swimming Club Code of Conduct, rules and policies apply to all members, which includes: volunteers, Board members, coaches, athletes and their families. When members are involved in any public activity, even remotely connected to the Nanaimo Diamonds (e.g bottle drives or travel to competitions), they are representatives of the club. This includes online activities like social media and blogging.

As representatives of the Diamonds, all members are expected to conduct themselves appropriately in public. Members are to demonstrate a positive attitude towards the sport, the club, other teams, and treat officials, coaches, parents and swimmers with courtesy and respect at all times.

No form of abuse of athletes, parents, coaches or officials will be tolerated. Members will refrain from angry outbursts, use of coarse language, rude or disorderly behaviour, and are expected to maintain self-control, behave with dignity, decorum, and respect at any club meeting, practice, competition or other club function. Athletes may not participate in any activities that are illegal (e.g. drinking, drugs, smoking and/or vaping) or behave in a way that puts the club or others at risk while training, competing, or at a club event or while interacting with teammates.

The Nanaimo Diamonds expect members will not engage in any behaviour that could be defined as harassment towards another member, individual, or group. The club expects its members to withdraw themselves from dealings that could in any way be construed as being a conflict of interest, any behaviour or dealings – personal and/or business related – that are considered illegal or unethical. The club also expects its members to report any behaviour that they consider to be harassment, illegal, or unethical, whether it be directed towards, or conducted by a member(s) of the Board.

All members of the Nanaimo Diamonds must adhere to the [BC Safe Sport Policies](#) and [Athlete Code of Conduct](#).

# Coach Communication and Conflict Resolution

If an athlete must communicate with their coach, make sure to keep all communications public (e.g. no direct messages on Instagram), and apply the Rule of Two. Ensure another adult is included in the communication. For example, an athlete can text a coach to say they will miss practice, copying their parent and/or head coach. **At no time should an athlete be messaging their coach privately or vice versa.** Communication should be related only to NDASC matters/swimming and not of a personal nature.

If an issue should arise, athletes are encouraged to first speak with their Coach at the next scheduled practice, and then involve their parents, if necessary. When there is a need for a parent to discuss an issue with a Coach, please email the coach first to let them know.

When there is a need for a parent to discuss an issue with a Coach, please email the coach first to let them know what the issue is and to schedule a time to meet.

Speaking to a Coach on the pool deck may seem convenient for the parent, however is not the best time, as the Coaches must still attend to their athletes. Some Coaches may also have other commitments after practice and may have to leave immediately.

When communicating with a Coach, please respect their personal time. If there is a serious concern, or you feel a concern brought forward was not addressed adequately, please contact Head Coach Catharine Edwards [headcoach@nanaimodiamonds.com](mailto:headcoach@nanaimodiamonds.com) and/or the Board of Directors at [nanaimodiamonds@outlook.com](mailto:nanaimodiamonds@outlook.com).

Email addresses will be provided once teams are selected for your swimmer. Speaking to a Coach on the pool deck may seem convenient for the parent, however, it is not the best time as the Coaches must still attend to their athletes. Email correspondence should help clarify what the issue is and to schedule a time to meet.

All members of the Nanaimo Diamonds must adhere to the Nanaimo Diamonds Social Media and Electronic Communications Policy (ADD LINK!)

## Nanaimo Diamonds Board of Directors

When there is a need to bring an issue up to the Board it is best if it is communicated in writing to the club account, [nanaimodiamonds@outlook.com](mailto:nanaimodiamonds@outlook.com). The concern will then be addressed by the Board at the next meeting or by email depending on the nature of the issue.

By signing below I agree to uphold the Nanaimo Diamonds Club Code of Conduct and all policies.

Athlete Name \_\_\_\_\_ Date \_\_\_\_\_  
Athlete Signature \_\_\_\_\_

Parent Name \_\_\_\_\_ Date \_\_\_\_\_  
Parent Signature \_\_\_\_\_

Coach Name \_\_\_\_\_ Date: \_\_\_\_\_  
Coach Signature \_\_\_\_\_