

**Dolphins of the Desert Masters
Code of Conduct Agreement
(Created December 2022)**

Dolphins of the Desert Masters strives to be one of the best swim teams in the greater Tucson area and Arizona. One of the hallmarks of a great swim team is how the athletes in that team work together to always create a welcoming and positive environment. To that end, and in accordance with a new initiative within U.S. Masters Swimming, our code of conduct encompasses all of the ideals that we want our athletes and coaches to adhere to when representing Dolphins of the Desert. This includes, but is not limited to:

- Swim practices
- Competitions, whether local, national, or international
- Any activity that is organized by U.S. Masters Swimming and its member teams

Participation in programs under the supervision of Dolphins of the Desert Swimming Academy, LLC (including Dolphins of the Desert Masters) shall not be denied due to a person's race, creed, gender, gender identity, age, religion, political affiliation, disability, sexual orientation, or national origin. Treating a teammate differently due to their race, creed, gender, gender identity, age, religion, political affiliation, disability, sexual orientation, or national origin will not be permitted at any time. Members shall obey all club, facility, and government-imposed laws, and share the pool responsibly and courteously.

Conversations or actions that are construed as offensive to any member should be avoided. Frank discussions might be welcomed, but when the conversation turns to berating someone for presenting differing ideas can become offensive and hurtful. This also includes conversations that berates or discriminates against another based on their race, creed, gender, gender identity, age, religion, political affiliation, disability, sexual orientation, or national origin.

Members will refrain from any intentional nonconsensual physical contact, obscene language or gestures, or other threatening language or conduct directed toward other members, coaches, facility staff, volunteers, and any other person participating in any capacity whatsoever in the affairs and activities of Dolphins of the Desert Masters as listed above.

Volunteers will also refrain from any nonconsensual sexual conduct, pattern of unwelcome sexual advances, or other inappropriate sexually oriented behavior, discussion, or action by a member toward another member or any other person participating in any capacity whatsoever in the affairs or activities of Dolphins of the Desert Masters as mentioned above. Language that is sexual in nature may seem acceptable in an all-adult environment, but "locker room talk" and sexually-oriented jokes can be construed as offensive to someone within hearing distance. The best practice in a Masters swim team environment is to talk and act as if an underage child is in the facility.

Transgender athlete policy

A transgender member will be allowed to participate in DDSA programs in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure. In all cases, teammates, coaches, and all others should refer to a transgender athlete by the name and pronoun this person prefers (he/she/they). Any athlete who takes part in DDSA programs shall not be made to feel unsafe by another athlete due to the above criteria. Athletes in DDSA programs, as well as DDSA employees, are expected to adhere to the above policies, both in word and action.

Anti-bullying policy

Bullying can take place among adults, though not always in the same way as it happens among children. Bullying of any kind is unacceptable at Dolphins of the Desert Masters and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim.

Bullying is the severe or repeated use, regardless of when or where it may occur, by one or more team participants of an oral, written, electronic or technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission) , or a physical act or gesture , or any combination thereof, directed at any other member that to a reasonably objective person has the effect of causing physical or emotional harm to the other member or damage to the other member's property;

- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- Creating a hostile environment for the other member at any team activity.
- Infringing on the rights of the other member at any team activity;
- Materially and substantially disrupting the training process or the orderly operation of any team activity (as listed above).

If bullying does occur, all athletes should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach or supervisor. Trying to deal with the situation yourself is not always the best course of action.

Code of conduct violations

Each Dolphins of the Desert Masters member will use their best efforts to comply with the code of conduct. If you notice a fellow teammate violating the code of conduct policies, do not assume someone else will make the coach and/or owners aware of the situation. If you see something, say something.

The owners of Dolphins of the Desert Masters maintain the right to revoke the privileges of membership and participation if the conduct of a member or prospective member is inconsistent with the mission of the club, U.S. Masters Swimming, or the best interest of the sport and those who participate in it.

Failure to comply will subject the violating member to the following progressive discipline:

a. **Warning.** At the discretion of the owners and/or coaches, a full review of the incident will take place. A warning letter may be issued to the violating volunteer to correct his/her behavior **if the incident did not result in physical harm to another member.** If the volunteer corrects the behavior, no further action is necessary. If physical harm was caused, the owners and/or coaches may recommend immediate termination of the violating member's membership with Dolphins of the Desert.

b. **Removal or suspension.** If the minor non-physical violation continues, or worsens, the violating member may be denied participation at a future event for a period to be determined. Other corrective action by also be included, including referral to the USMS national office for suspension of USMS membership and referral to local authorities if the violation is illegal or criminal in nature.

If resolution isn't reached with the Dolphins of the Desert leadership, the member may file a grievance with the Local Masters Swim Committee Chair. If further resolution is needed beyond the LMSC Chair, the member may file the grievance or make an appeal to the USMS National Board of Review. See Article 403 in the USMS rule book.

By signing below, I attest that I have read the Code of Conduct for Dolphins of the Desert Masters and agree to abide by and uphold these principles.

Signature

Date

Printed Name