
32. Appendix C: COACHES AND SUPPORT PERSONNEL

Coaches and Support Personnel shall:

- a) Demonstrate responsible leadership and adhere, for Coaches, to the NCCP Code of Ethics and the CAS Coach Registration and Certification Policy and the BCAS Coach Certification Policy, and for Support Personnel to their respective professional certification organization or association and related policies.
- b) Always be in good standing with the CAC for Coaches and with their professional certification organization or association, if applicable, for Support Personnel.
- c) Act in the best interest of the Athlete's development as a whole person and in alignment with the True Sport Principles, Respect in Sport and the Responsible Coaching Movement.
- d) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved Athletes, and educating Athletes as to their responsibilities in contributing to a safe environment.
- e) Align themselves with and follow the Rule of Two and BCAS Rule of Two Policy, and hold all other members accountable to the same standards.
- f) Work cooperatively with other Support Personnel including sport medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
- g) Never encourage or permit an athlete to return to play prematurely or without the clearance of a medical professional following a serious injury.
- h) Never withhold, recommend against, or deny adequate hydration, nutrition, medical attention, or sleep.
- i) Accept and promote Athletes' personal goals and refer Athletes to other Coaches and Support Personnel as appropriate and as opportunities arise.
- j) Never withhold information or take any action that could inappropriately influence Athlete decision-making about participation in national or provincial team or other training programs.
- k) Support the Coaching and Support Personnel staff or contractors of any training camp or provincial or national team training program should an Athlete qualify for participation in one of these programs.
- l) Not use their position as a national or provincial Coach or Support Personnel to solicit Athletes (or the Parents of Minor athletes) unless first receiving approval from the Coaches who are responsible for the Athlete.
- m) Provide Athletes and the Parents of Minor athletes with the information required to be involved in the decisions that affect the athlete.
- n) Exemplify conduct they wish their Athletes to adopt in dress and behaviour.
- o) Maintain professional boundaries with Athletes and refrain from interacting with minor athletes on social media other than through a distinct professional account.
- p) Ensure all online dialogue and interactions with Minor Athletes are for artistic swimming-related purposes only.
- q) Ensure their athletes understand that Discrimination, Harassment, and Maltreatment will not be tolerated, and create a culture of disclosure and reporting at the Athlete level.
- r) Comply at all times with the Discrimination, Harassment, and Maltreatment Policy and refrain from acting in a manner that is discriminatory, harassing, or maltreating any Individual.
- s) Use inoffensive language and refrain from yelling at Athletes in a manner that serves no productive training or motivational purpose.
- t) Not criticize other Coaches, Support Personnel, or Individuals publicly and interact in a professional manner.
- u) Comply with the Organizations' rules and requirements regarding dress code.
- v) Comply with all other applicable Organization's Policies.