



Code of Conduct

The mission of the NMI Swimming Federation (Federation) is to encourage participation and the pursuit of excellence in all aspects of Aquatics. The Federation grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by the Federation at any time where the Federation determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in swimming, the NMI Swimming Federation has adopted this Code of Conduct.

Any member or prospective member of the NMI Swimming Federation may be denied membership, censured, sanctioned, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from the Federation if such member violates the provisions of the NMI Swimming Federation Code of Conduct.

The following shall be considered violations of the NMI Swimming Federation Code of Conduct:

- a.)** Discrimination or violation of any part of the NMI Swimming Federation by-laws which include: "an equal opportunity to amateur athletes; coaches, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, gender, or national origin."
- b.)** Bullying is prohibited. For these purposes, the term "bullying" shall mean, regardless of when or where it may occur, the severe or repeated use by one or more NMI Swimming Federation members ("Members") of an oral, written, electronic or other 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: (i) causing physical or emotional harm to the other Member or damage to the other Member's property; (ii) placing the other Member in reasonable fear of harm to himself/herself or of damage to his/her property; (iii) creating a hostile environment for the other Member at any NMI Swimming Federation or member club activity; (iv) infringing on the rights of the other Member at any NMI Swimming Federation activity; or (v) materially and substantially disrupting the training process or the orderly operation of any NMI Swimming Federation activity.(which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club).
- c.)** Any inappropriate sexual conduct or advance, or other verbal, written, visual, or physical conduct of a sexual nature directed towards an athlete by (i) a coach member or other non-athlete member, or (ii) any other adult participating in any capacity whatsoever in the activities of the NMI Swimming Federation (whether such adult is a member or not).



d.) The sale or distribution of illegal drugs or the illegal sale or distribution of any substance listed on FINA's recognized list of banned substances. The use of illegal drugs in the presence of an athlete, by a coach, official, or a person who, in the context of swimming, is in a position of authority. Violation of any WADA anti-doping provision.

e.) Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges, for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) any crime involving sexual misconduct, or (iv) any criminal offense against a minor.

f.) The providing of alcohol to an athlete by a coach, official, manager or any other person where the athlete is under the legal age. The abuse of alcohol in the presence of an athlete under the age of 21, by a coach, official, or a person who, in the context of swimming, is in a position of authority over that athlete.

g.) Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete.

h.) Any act of fraud, deception or dishonesty in connection with any NMI Swimming Federation related activity.

i.) Any physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a the NMI Swimming Federation sanctioned competition.

j.) Any action, other than through general advertising, by a coach or representative of a swim club, to recruit or otherwise encourage an athlete who is already a member of a NMI Swimming Federation member swim club to leave that club, unless the acting party receives prior written approval.

k.) Any other material and intentional act, conduct or omission not provided for above, which is detrimental to the image or reputation of the NMI Swimming Federation, a member club or the sport of swimming.

I, _____ certify that I have read and understand the Code of Conduct of the NMISF and agree to comply with it at all times.

Signature: _____

Date: _____