

# Club Policies for Halifax Wavecutters Aquatic Club

## 1. Screening Policy

- **Purpose:** To ensure that all coaches, staff, and volunteers who interact with athletes are properly screened.
- **Policy:** All individuals in roles of authority (e.g., coaches, volunteers) must undergo background checks and provide references before being allowed to work with the club.
- **Screening Process:** Includes criminal record checks, vulnerable sector checks, and verification of certifications.

## 2. Hazing Policy

- **Purpose:** To protect athletes from any form of hazing, bullying, or harmful initiation practices.
- **Policy:** Hazing is strictly prohibited. Any behavior that humiliates, degrades, or risks the well-being of an athlete will result in immediate disciplinary action, including possible expulsion from the club.

## 3. Photograph and Media Policy

- **Purpose:** To safeguard athletes' privacy and regulate the use of their images.
- **Policy:** Photographs and videos of athletes may only be taken with written consent from the athletes (or their guardians, if underage). The use of images for promotional materials must follow the guidelines set out by the club, respecting the wishes of all members.

## 4. Conflict of Interest Policy

- **Purpose:** To prevent conflicts of interest from influencing decisions made by the club's executives, coaches, and staff.
- **Policy:** All members of the executive, coaching staff, and any other decision-makers must disclose any personal or financial relationships that may present a conflict of interest. Individuals must recuse themselves from decisions where a conflict is identified.

## 5. Confidentiality Policy

- **Purpose:** To protect sensitive information about athletes, their families, and club operations.
- **Policy:** All personal information (medical, financial, or otherwise) must be treated as confidential and not disclosed without consent, except in situations where disclosure is required by law.

## 6. Code of Conduct & Ethics

- **Purpose:** To establish expectations for the behavior of all club members, including athletes, coaches, parents, and staff.
- **Policy:** All members must adhere to standards of respect, fairness, honesty, and integrity in their interactions with others. Disrespectful or unethical behavior, including verbal abuse, discrimination, and cheating, will not be tolerated.
- **Enforcement:** Breaches of the code may result in warnings, suspension, or expulsion from the club.

## 7. Social Media Policy

- **Purpose:** To regulate the use of social media by club members and ensure that all online activities reflect positively on the club.
- **Policy:** Athletes, coaches, and parents must use social media responsibly. Posting inappropriate content that harms the reputation of the club or individuals within it will result in disciplinary action.

## 8. Anti-Discrimination and Inclusion Policy

- **Purpose:** To promote an inclusive and welcoming environment for all athletes, regardless of race, gender, religion, or ability.
- **Policy:** The club will not tolerate discrimination or exclusion of any kind. Efforts will be made to accommodate athletes of all abilities and backgrounds to ensure equitable participation.

## 9. Harassment Policy

- **Purpose:** To create a safe environment free from harassment for all athletes, coaches, and volunteers.
- **Policy:** Any form of harassment—verbal, physical, or sexual—is strictly prohibited. Harassment complaints will be taken seriously and investigated promptly, with consequences up to and including termination of membership or employment.

## 10. Travel and Competition Policy

- **Purpose:** To outline expectations and procedures for athlete behavior during travel and competition.
- **Policy:** Athletes and coaches are expected to represent the club with professionalism and sportsmanship during competitions and while traveling. Curfews, rooming assignments, and conduct during events must follow the club's established guidelines.

## 11. Medical and Safety Policy

- **Purpose:** To ensure the safety and well-being of all athletes during training and competition.

- **Policy:** All athletes must submit relevant medical information, including allergies and medical conditions, prior to participation. Coaches must be trained in first aid, and safety protocols must be followed at all practices and events.

## **12. Volunteer Policy**

- **Purpose:** To guide the role of volunteers and ensure that their contributions align with the club's values and objectives.
- **Policy:** Volunteers are expected to undergo training, follow the Code of Conduct, and assist in creating a positive and supportive environment for athletes.

## **13. Equipment and Facility Use Policy**

- **Purpose:** To maintain the quality and safety of club equipment and rented facilities.
- **Policy:** Athletes must treat club equipment and facilities with respect. Any damage must be reported immediately, and misuse may result in financial liability or suspension.