

ATLANTA RAINBOW TROUT CODE OF CONDUCT

As an athlete, I will aspire to participate in my sport to the best of my ability and abide by the rules established by the national governing body for my sport; United States Masters Swimming, Inc., USA Water Polo, Inc, or USA Triathlon, Inc.

As a member of the Atlanta Rainbow Trout (ART), I

- Acknowledge that I am
 - Participating on this team for enjoyment
 - A guest at team events and practice venues
- Will
 - Maintain a positive image of myself and my team
 - Follow all safety guidelines of ART host facilities
 - Treat all those involved in ART activities and external competition with dignity and respect
 - Report all Code of Conduct complaints to the ART president or the applicable sport director knowing that my report will be kept in confidence;
- Understand that
 - Disrespectful, threatening, and violent behavior or speech is not tolerated by ART
 - ART prohibits any form (written, verbal, physical, or visual, such as photos or videos) of harassment or discrimination
 - Demonstrating positive verbal and physical behavior is expected and I must refrain from behavior that might be viewed as offensive or inappropriate by ART and its hosts
 - Violating this Code of Conduct may lead to disciplinary action including removal from the team; and
- Agree to tell the truth when reporting a violation of this Code of Conduct or sharing knowledge about another person's involvement in an alleged violation.

Complaint Review Process

As a part of its commitment to advance and implement this Code of Conduct, the ART Review Committee (consisting of the Executive Council and applicable sport director) will review questions and complaints relating to member conduct. The ART Review Committee's (ARC) responsibilities shall include responding to inquiries about ART's Code of Conduct, reviewing and seeking resolution of complaints about a member whose actions are alleged to have been in violation of the Code of Conduct, and reviewing requests for help from members who have been penalized for violating the Code of Conduct.

When the ARC receives a complaint of a violation of the Code of Conduct, in a timely manner, the ARC will determine whether there has been a violation. If the ARC determines there is no violation, the complaint will be dismissed and the ARC will notify the reporter. If the complaint is determined to be a violation, the ARC will issue appropriate corrective action which may include, without limitation, a verbal warning, written warning, suspension from team participation for a period of time, removal from serving in an elected position, or termination of membership. Termination of a membership shall be reviewed and considered by the ART Board of Directors.