

PART V

CODE OF CONDUCT FOR DOMESTIC AND INTERNATIONAL TRIPS

This Code was approved by the United States Diving Board of Governors at its 1979 meeting in San Antonio and revised at its 1990 meeting in Pittsburgh and 1999 meeting in San Diego. All participating team and staff members, including divers, coaches, managers, and other personnel on domestic and international trips, will abide by this Code of Conduct. This code is in effect for all domestic and international competitions with or without signature.

PURPOSE

The purpose of this Code is to promote the best possible individual and team performance of United States divers in Domestic and International competition. The Code is further designed to promote a favorable image of United States Diving Team representatives as ambassadors of their sport, the sponsors of their programs and of their country.

ARTICLE 80

GENERAL CONDUCT

580.1 Applicability. All participating team and staff members, including divers, coaches, managers, and other personnel on domestic and international trips, will abide by this Code of Conduct.

580.2 Acceptance.

- (a) All participating team and staff members will accept the guidelines, duties and responsibilities of their respective positions.
- (b) Either the head coach or the team leader shall be designated as the person-in-charge of the trip prior to departure.
- (c) This Code of Conduct must be signed at the time the athlete is named to the team for a domestic and international trip. In the case of junior athletes, a parent or legal guardian also must sign. The provisions of the Code of Conduct take effect on the date and time when travel to the meet is initiated.

580.3 Team meetings.

- (a) All members of the staff should meet as soon as possible to discuss team policies and be sure all staff members have a common understanding of the expected standards of conduct before meeting with the athletes.
- (b) As soon as possible after the staff meeting, a full team meeting should take place. The person-in-charge must ensure that:
 1. The Code of Conduct is read to all participants;
 2. Per Diem is distributed to athletes and staff;
 3. Team captain is elected;
 4. Training times are set for upcoming days as far in advance as possible;
 5. All team members are aware they must:
 - (i) Train together unless excused by the person-in-charge; and
 - (ii) Wear USA-identifying clothing to all training and competitions sessions;
 6. A team meeting is scheduled for every day at the pool, if possible, following the last competitive session of the day;
 7. Team members and staff, except an athlete competing that day and specifically excused by the person-in-charge, attend each competitive session;
 8. The team captain is assigned responsibility for organizing the team in the stands so members can sit and cheer together; and
 9. When possible, an educational or recreational team function to see and learn about the area is planned at USD expense.

580.4 Official uniform.

- (a) All participating team and staff members will wear and/or use the official equipment and uniform supplied exclusively at all international competitions within or outside the United States.
- (b) When traveling, the dress code prohibits jeans, cutoffs, T-shirts and sandals. The team will wear USA-identifying clothing (including a collared shirt and/or team warm-up suits) when arriving in a foreign country, unless otherwise directed by the person-in-charge.
- (c) Small U.S. flags will be provided by United States Diving Inc. as part of the travel equipment for use in cheering or other suitable situations.

580.6 Curfew.

- (a) Curfew for all trips is 11p.m. until the last day of competition and 1a.m. the last night before departure for all senior divers and staff.

- (b) Curfew is 10 p.m. until the last day of competition and midnight the night before departure for all junior divers.
- (c) In exceptional circumstances, the person-in-charge may change the curfew.

580.7 Prohibited behavior.

- (a) Alcohol restrictions. On Senior Domestic and International trips, the indiscreet use of alcohol is unacceptable. Any athlete, coach or official visibly under the influence of alcohol in or about the pool, or by competitors acting as spectators, will be considered in violation of the Code of Conduct. For any and all athletes under the age of 21 on senior trips, and all athletes on Age Group International trips, there will be absolutely no consumption of alcohol.
- (b) Drug restrictions. Use of drugs other than those prescribed by a physician or approved by a staff member is unacceptable. Team and staff members are reminded of the consequences that could result from prosecution of a drug-related offense in a foreign country. FINA rules also preclude the use of specified drugs.
- (c) Tobacco restrictions. Smoking or use of tobacco products in public while on a team trip is unacceptable.
- (d) Destructive behavior. Indiscreet or destructive behavior will not be tolerated. So-called "initiations" that include unwanted or uninvited touching of one person by another, or activity that humiliates or demeans another person shall be deemed to be indiscreet and destructive behavior and is specifically classified as a Penalty 3 violation under 581.3. Every effort should be made to avoid "guilt by association" with such activities.
- (e) Personal activities. Participation in activities with family or friends when those activities conflict with team training, team functions, or attendance at competitive sessions is not permitted.

580.8 Spouses.

The spouse of a team or staff member, who accompanies a team on a Domestic and International trip, will have no voice in team matters and should not interfere in any way with team activities, unless that person is designated as an official staff member. Violators of this provision will not be permitted to travel with a Domestic or International team in the future.

580.9 Reports.

All athletes and staff members on the return trip must complete a debriefing report. These reports must be collected by the team captain, placed in a sealed envelope, and given to the person-in-charge. The reports should then be forwarded to the review committee for analysis on any necessary action.

580.10 Failure to report violation.

Any team leader who fails to report an obvious Code violation is also in violation of the Code of Conduct and subject to its penalties.

580.11 Applicability to staff members.

Staff members (both junior and senior) will be held to senior standards of conduct. In addition, team leaders on a domestic or international trip must have the athletes read the Code of Conduct, and must specifically interpret the Code for the athletes on that trip.

581.8 Additional Restrictions for Subsidized Athletes

When a diver on TAP drops off a major team or refuses to accept a position offered, or refuses to compete if medically cleared or authorized by the person-in-charge, funding will be terminated for one month. If that amount of time is not left in the funding period, then penalty will carry over and be assessed against the next funding period for which the diver is eligible. For the purposes of this section, major teams include those for the Olympics, World Championships, World Cup, World University Games and Pan-Am Games.

ARTICLE 81

VIOLATIONS OF THE CODE

The following penalties shall be presumed to be correct. Actual penalties for particular wrongful conduct may be greater or lesser than the suggested penalties, depending on the seriousness of the conduct. The National Board of Review shall have appellate jurisdiction over any deviation from the presumptive penalties. Underlined penalties apply to Junior only. Formal letter procedure applies to both Senior and Junior.

1. Penalty One

The team member will be given a curfew for the remainder of the trip to which he/she will have to adhere. The manager (team leader) will send a formal letter to the Board of Review (and the Junior International Subcommittee Chairman.) The letter will be filled with the Board as a first offense. A Junior athlete incurring Penalty One will be given a curfew of one to two hours earlier than the rest of the team, and must check in with a staff member prior to going to his/her room. If for any reason the athlete is found outside of their room after that curfew, this is considered a second offense and will earn

Penalty Two; and, a formal letter detailing the nature of the offense and the penalty imposed shall accompany that athlete on his/her subsequent trip, at which point they would begin a Second Offense for any further violations.

2. Penalty Two

Any athlete receiving funding from United States Diving, Inc. will be penalized one-month's support. A formal letter will be sent to the United States Olympic Committee, (Junior International Subcommittee) and Executive Board of U.S. Diving by the Board of Review. At the next available meet (Senior National or Junior Nationals) the team member, their coach, the board of Review and the Executive Board will have a meeting to discuss and prevent another violation. This acknowledges a particular problem and helps solve it, for if one branch of U.S. Diving receives help all other branches benefit. (Junior athletes will not be allowed to compete in events on the trip after the violation (they will be benched), and per diem will not be paid for the days they are benched. If violation comes after the events, they will receive no per diem for competition, and will not be considered for the next domestic or international trip they qualify to take).

3. Penalty Three

Any athlete in violation will be suspended from all domestic and international competition for six (6) months and will forfeit any current and/or future financial support. Suspension will be given at the time U.S. Diving notifies the athlete. The money will be given to the next eligible athlete in line. A third letter will be filed. (Junior-The athlete will be sent home immediately from the competition at the parents' expense. If not possible, the athlete will be benched for the remainder of the meet and suspended from domestic and international competition for one (1) year, or the next two trips for which they qualify (whichever comes first).

4. Penalty Four

Suspension from all national and international competition for one (1) year. A fourth letter will be filed.

5. Penalty Five

The individual is banned from competition in United States Diving for life. A letter will be sent that notifies all parties to the lifetime ban. (The Junior diver will be banned from all national and international competition for one (1) year and will be on probation for the remainder of their junior eligibility. If the athlete is already on suspension, this ban is an additional year, not a concurred year, for a maximum two-year penalty. Upon leaving Junior competitions, he/she may ask for a Board of Review to begin the process at an earlier penalty stage, but shall abide by the findings of the Board of Review as a Senior competitor).

6. Penalty Six

Expulsion from the Corporation.

7. Specific infractions are listed below and apply to both Senior and Junior.

Violation	Penalty Level	Offense
1 st	1	Team disruption/failure to adhere to trip staff rules when traveling.
1 st	1	Smoking or use of tobacco products in public
1 st	1	Personal activities in conflict with scheduled team activities.
1 st	2	Curfew violation
2 nd	3	Second curfew violation, same trip
1 st	3	Sexual promiscuity
1 st	5	Alcohol or substance abuse
1 st	5	Theft
1 st	5	Sexual molestation, sexual harassment, rape.

I hereby agree to abide by the rules of conduct set forth in Article 80 above, and acknowledge that, should I violate any provision contained in Article 80, I will be subject to disciplinary action as set forth in Article 81, including suspension from future domestic and international trips sponsored by United States Diving, or expulsion from the Corporation.

Signature of Athlete or Staff Member

Date

Signature of Athlete or Staff Member

Trip