

## **PARENTS' CODE OF CONDUCT** **GUIDELINES FOR THE PARENT - COACH RELATIONSHIP**

### **Preamble**

Diving Canada's mission is to "provide all divers, from entry-level participants to Olympic and World champions, with the programs and services required to achieve personal excellence and self-fulfillment."

The vision and values of the association emphasize ethical conduct and behaviour, integrity, tolerance and respect for others.

In joining Diving Canada, each member undertakes to strive to achieve Diving Canada's mission in accordance with the vision, values and guiding principles of the association.

To assist members in fulfilling their undertaking, Diving Canada has prepared a set of guidelines which are intended to provide a suggested course of conduct for parents and coaches of Diving Canada CANADA athletes. These guidelines are intended to define in a general way, the essential elements of the relationship among parent, coach and athlete.

The strength of the relationship between coach and athlete is crucial to the athlete's pursuit of excellence. It is a relationship that entails the exertion of significant influence by the coach over the behaviour and conduct of the athlete. Consequently, there is not an equal balance of power between coach and athlete. The coach contributes, among other things, expertise in the mechanics, skill and art of diving. At the same time, the well being of the athlete, at least while the athlete is under the age of majority, remains the ultimate responsibility of the parent.

Therefore, a viable relationship among parent, coach and athlete should be marked by a collaborative approach to the athletic endeavors of the athlete where, within the context of team spirit, the best interests of the athlete are the sole basis for decisions to be taken by both parent and coach.

It is such an approach that the Guidelines for the Parent-Coach Relationship document is meant to promote and maintain.

It is important to elaborate on what is meant by a collaborative approach. The respective responsibilities of parent and coach should be understood and respected. The responsibilities of the coach encompass not only technical aspects of diving but also developing in athletes the skill and discipline required to train and compete at the highest competitive levels. A collaborative approach is not meant to encourage parents to intrude into the coach's area of expertise and responsibility. What is crucial is that the parent, coach and athlete understand and accept the objectives of the program so

that all three parties work in concert to accomplish the stated goals.

### **Parents**

Parents should make every effort to reach an understanding with the coach about stated goals, the objectives of diving programs, athlete attendance at competitions and financial requirements.

Parents should understand that the objective in the sport of diving is to teach individual personal excellence for each athlete given the resources available to each athlete.

Subject to recognizing team interests, the best interests of the athlete will be paramount.

Parents should recognize and understand that expertise and experience reside in the coach encompassing the physics and physiology of diving as well as the psychology and discipline of training and competing. Assuming the necessary level of understanding has been reached between coach and parent, parents should support the coach in achieving the agreed upon goals and objectives.

Collaboration among parent, coach and athlete will usually occur on a frequent, regular basis to ensure that the nature and objectives of the diver's training program are clearly understood and agreed upon by all parties.

Collaboration among parent, coach and athlete should take place at times which are mutually convenient to all.

Parents should recognize and understand that successful coaches will acknowledge and reward positive attitudes, performances and work ethics on the part of their divers. Such acknowledgment and reward will not necessarily constitute favoritism by the coach of one athlete over another.

Parents should recognize that critical evaluation is an essential part of a coach's repertoire in conducting a successful competitive diving program.

Parents should appreciate that the pursuit of excellence involves hard work, self discipline, fair play, good sportsmanship and mutual support among all members of the team. Such values will also promote success in the non-athletic endeavors of our athletes.

Parents should recognize and understand that the pursuit of excellence at the highest levels of competitive sport requires extraordinary dedication and commitment of the part of the athlete, coach and parent.

Parents of athletes are encouraged to volunteer their time and expertise to the sport at the club, provincial and national levels.

As a volunteer a parent will often be involved in the policy setting bodies of a club, provincial section

or national board or committee within Diving Canada. When a decision impacts the child of a parent rather than all of the athletes in a club, provincial section or association, the parent of the athlete will have a conflict of interest and should not participate in making such decision. The appropriate course of action is to clearly declare their conflict of interest and abstain from voting on the issue.

Parents should recognize that each coach has a direct, material interest in the policy setting mechanisms of a club, provincial section and national association and is therefore entitled to be directly involved in the business affairs of such entities.

Parents should recognize that all Diving Canada coaches have broader responsibilities to provincial and national teams in addition to their club obligations. The success of Diving Canada as a national organization is directly dependent upon the coaches meeting those responsibilities and appropriate measures should be taken to relieve coaches of their club responsibilities as circumstances require.

Parents should understand and recognize that their presence on deck may be deleterious to a successful training program and competitions. Other than when their presence is required on deck in a volunteer capacity, parents should view training sessions and competitions from designated viewing areas.

Parents should interact with other members of the diving community in a courteous and respectful manner consistent with the values of Diving Canada.

Parents should recognize the essential role that officials play in ensuring impartial, fair competitions in accordance with established rules and should refrain from undermining that role by unfair comment or criticism.

Parents should recognize that ill-considered, unreasonable comments about a coach will seriously impair the ability of the coach to conduct a successful training program and will limit the chances of success for every athlete involved in the program.

Parents should recognize that the primary function of any coach is to design and carry out training programs of those athletes involved in his or her program. To the extent that the coach is obligated to assume extraneous responsibilities (such as chaperoning athletes at diving meets, hosting competitions or fund-raising) it will detract from the coach's ability to perform his or her primary function in a successful manner.

Parents and coaches should recognize that the use of tobacco and alcohol in conjunction with athletic endeavors is detrimental and often dangerous. Their use by athletes should be discouraged by word and by deed. The use of such products in conjunction with athletic events should be prohibited. Parents should ensure that their divers are punctual in arriving for training sessions and competitions.

Parents should strictly adhere to the provisions of the Diving Canada Harassment Policy. Where a

parent is dealing with an individual in an unequal position of power (for example, dealings between a parent volunteer and a coach as a club employee or club, provincial section or national administrative staff) the parent must not attempt to take advantage of his or her position to the detriment of the employee.

### **Coaches**

Coaches should make every effort to reach a clear understanding with athletes and parents in designing training programs, determining what competitions an athlete will attend and the extent to which financial resources will be available to support the athlete's endeavors.

Coaches should understand that the objective in the sport of diving is to achieve individual personal excellence for each athlete given the resources available to each athlete.

Subject to recognizing team interests, the best interests of the athlete will be paramount.

Collaboration among parent, coach, and the athlete will occur on a frequent, regular basis to ensure that the nature and objectives of the diver's training program are clearly understood and agreed upon by all parties.

Collaboration among parent, coach and athlete should take place at times which are mutually convenient to all.

Each coach must recognize that in the relationship between coach and athlete there is not an equal balance of power. The coach exerts considerable influence over the behaviour and conduct of each athlete. In addition to strictly adhering to the provisions of Diving Canada's Harassment Policy, intimate sexual relationships between coaches and adult athletes may involve an abuse of the coach's influence over an athlete. Such a relationship may also result in real or perceived circumstances of favoritism and unequal treatment among all members of the team. Where those circumstances exist, such relationships are discouraged by Diving Canada.

When a coach is involved on a decision making entity at the club, provincial or national level, the coach may on occasion be called upon to participate in a decision which relates to himself or herself rather than to all coaches in the club, provincial section or national association. In such instances, the coach will have a conflict of interest. The appropriate course of action is to clearly declare their conflict in interest and abstain from voting on the issue.

In designing and conducting training programs, coaches should strive to create an environment for their athletes which is safe, promotes mutual support among all team members and treats all participants equitably in a nondiscriminatory manner.

Coaches should conduct themselves in a professional manner.

Just as Diving Canada aspires to the pursuit of excellence for our divers, our coaches should strive to achieve the highest degree of professional competence through appropriate training.

Coaches should be alert to harmful conditions afflicting their profession (for example, burnout and addictions) in themselves and others in the coaching community. Such conditions are not only seriously detrimental to the personal well-being of our coaches but also impair the ability of our coaches to achieve the highest level of performance for our athletes.

In the appropriate circumstances, coaches should be prepared to use all available resources, including the expertise and experience of other coaches, consistent with working in the best interest of their athletes. Coaches should recognize that the best interests of an athlete are not always consistent with the best interests of the coach. Subject to recognizing team interests, the best interests of the athlete will be paramount.

Both parents and coaches may sometimes become aware of information concerning others which is confidential and deserves to remain confidential. The confidentiality of such information should be respected.

Coaches should respect and adhere to the spirit and letter of the rules governing diving in order to ensure that fairness remains one of the guiding principles of our sport. Respect for officials and their role in judging at competitive events is an integral part of achieving fairness in our sport.

Coaches should be prepared to contribute to achieving the highest professional standards for the diving coaching community. Coaches are encouraged to participate in clinics and workshops and to share expertise with their peers.

Coaches must never advocate or condone the use of illegal drugs or performance enhancing substances.

## **DIVING CANADA CODE OF CONDUCT**

Diving Canada is committed to providing an environment in which all individuals are treated with respect. Further, Diving Canada supports equal opportunity and prohibits discriminatory practices. Members are expected to conduct themselves at all times in a manner consistent with the values of Diving Canada that include fairness, integrity, open communication and mutual respect. Irresponsible behaviour by members can do severe damage to the sport of diving and to the support that all levels of divers have worked so hard to achieve. Conduct that violates these values may be subject to sanctions pursuant to Diving Canada's Discipline Policy.

In addition to the above, the following specific behaviours will be subject to sanction pursuant to Diving Canada's Discipline Policy.

1. not complying with the by-laws, rules, regulations or policies of Diving Canada, as adopted and amended from time to time;
2. verbally or physically abusing team mates, opponents, officials, coaches, spectators or sponsors;
3. showing disrespect to officials, including the use of foul language and obscene or offensive gestures;
4. abusing aquatic facilities or equipment or any other properties which Diving Canada has contracted;
5. failing to comply with the conditions of entry of a diving meet including any rules with regard to clothing or advertising;
6. failing to be available to meet reasonable requests for interviews by the media;
7. any other unreasonable conduct which brings the sport of diving into disrepute, including but not limited to , abusive use of alcohol, non-medical use of drugs, use of alcohol and cigarettes by minors.

The Diving Canada Discipline Code of Conduct shall govern all disciplinary matters to the extent that it conflicts with or augments to Code of Conduct of any provincial/territorial diving association.