

## Aquatic Foundation of Alaska (AFA)

Empowering Alaskans through Water Safety, Education, and Competitive Spirit

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# Code of Conduct

**Effective Date:** October 10, 2025

**Approved By:** AFA Board of Directors

**Last Reviewed:** October 10, 2025

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## 1. Purpose

The Aquatic Foundation of Alaska (AFA) is committed to fostering a safe, positive, and inclusive environment where athletes, coaches, officials, volunteers, and families work together to achieve excellence in and out of the pool.

This Code of Conduct defines the expectations of behavior for all members of AFA, promoting respect, integrity, responsibility, safety, and sportsmanship in every aspect of participation.

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## 2. Scope

This policy applies to all individuals participating in or representing AFA, including:

- Athletes
- Coaches and staff
- Parents and guardians
- Officials and volunteers
- Board members and administrators

It applies at all AFA practices, meets, travel events, team activities, and digital communications associated with AFA or USA Swimming.

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## 3. Core Values

AFA operates under five guiding principles:

1. **Respect** — for oneself, others, and the sport.
2. **Integrity** — in all actions and decisions.
3. **Safety** — emotional and physical well-being for all members.

4. **Responsibility** — to uphold team standards and represent AFA positively.
  5. **Sportsmanship** — humility in victory, grace in defeat, and encouragement for others.
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## 4. Behavioral Expectations

All AFA members — including athletes, parents, coaches, officials, volunteers, and staff — are expected to:

- Treat teammates, coaches, officials, and competitors with respect and kindness.
  - Follow all pool, facility, and USA Swimming rules.
  - Uphold honesty and integrity in all team activities.
  - Maintain open and respectful communication with others.
  - Support a positive team environment free of gossip, negativity, or exclusion.
  - Demonstrate punctuality, preparedness, and focus during practices and meets.
  - Represent AFA with pride and professionalism in public and online.
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## 5. Unacceptable Conduct

The following behaviors are inconsistent with AFA's values and will not be tolerated:

- Bullying, harassment, or hazing in any form (verbal, physical, or digital).
  - Use or possession of illegal drugs, tobacco, or vaping products.
  - Use or possession of alcohol by minors.
  - **Responsible alcohol consumption may occur for adults at AFA-sanctioned Yeti Legends social events.**
  - Theft, vandalism, or property damage.
  - Disrespect toward teammates, coaches, officials, volunteers, or parents.
  - Unsafe actions that endanger self or others.
  - Violation of USA Swimming's Safe Sport and Minor Athlete Abuse Prevention Policy (MAAPP).
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## 6. Digital Conduct

Online behavior is an extension of team conduct.

- Members must refrain from posting or sharing harmful, offensive, or inappropriate content.
- Private messaging between adults and minor athletes must comply with **USA Swimming's MAAPP** (Minor Athlete Abuse Prevention Policy).
- Parents must be copied on all communications between coaches and minor athletes.

- Social media should be used to uplift and celebrate teammates and AFA's mission.
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## 7. Disciplinary Action

Violations of this Code of Conduct may result in disciplinary measures based on the severity and frequency of the behavior. Actions may include:

1. Verbal or written warning.
2. Meeting with coach, athlete, and parent/guardian.
3. Suspension from practice or competition.
4. Removal from the program for serious or repeated violations.

AFA reserves the right to remove any member whose behavior undermines the safety, integrity, or mission of the team.

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## 8. Safe Sport Compliance

AFA fully supports and enforces **USA Swimming's Safe Sport Program** and **MAAPP** (Minor Athlete Abuse Prevention Policy).

All AFA members must adhere to the following:

- Report any suspected misconduct immediately to the **Safe Sport Coordinator** or **Head Coach**.
- Cooperate with investigations and maintain confidentiality.
- Review Safe Sport resources available at [usaswimming.org/safesport](https://usaswimming.org/safesport).

Violations of Safe Sport standards are taken seriously and will be reported to USA Swimming as required.

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## 9. Acknowledgment

By participating in AFA programs, all athletes, coaches, parents, officials, and volunteers acknowledge that they have read and agree to follow the AFA Code of Conduct and understand the expectations for behavior at all times.

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**Aquatic Foundation of Alaska (AFA)** — *Promoting safety, excellence, and inclusion through the power of water.*

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