



USMS Code of Conduct

The mission of United States Masters Swimming, Inc. (“USMS”) is to empower adults to improve their lives through swimming. The privilege of swimming with USMS may be withdrawn or denied by USMS at any time if USMS determines that a person’s conduct is inconsistent with the USMS mission or values, or if USMS deems a person’s conduct detrimental to the image or reputation of USMS, a Local Masters Swimming Committee (“LMSC”), or the sport of swimming. To assist USMS members and to better serve the interests of those who participate in swimming, USMS has adopted this Code of Conduct, to which all USMS members and one event registrants agree:

1. They shall not engage in fraud, deception, or dishonesty in connection with any USMS related activity.
2. They shall provide true and accurate information including name, date of birth, age, or gender on USMS membership applications or meet entries.
3. They shall avoid all intentional nonconsensual physical contact, obscene language or gestures, or threatening language or conduct directed toward members, volunteers, staff, or bystanders in connection with USMS administrative activities, events, or workouts.
4. They shall not engage in discrimination or harassment based on an individual’s age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, gender expression, genetic information, mental or physical disability, protected health and medical information, or any other status protected by federal, state, or local law, where applicable, directed toward members, volunteers, staff, or bystanders in connection with USMS administrative activities, events, or workouts.
5. They shall avoid all nonconsensual sexual conduct, pattern of unwelcome sexual advances, or other inappropriate sexually oriented behavior or action toward any other person participating in any capacity whatsoever in the affairs or activities of USMS.
6. They shall avoid causing any credible or material risk to the safety of any persons who may be present during USMS activities.
7. They shall not aid or abet others in violating the Code of Conduct.

Witnesses to behavior that deviates from the mission of USMS are asked to speak up. If a swimmer feels a violation of the Code of Conduct has occurred or that a coach has utilized discretionary judgment or made a decision that is unfair or in error, the swimmer should first speak to the coach and make an effort to resolve the issue. If unable to reach a resolution that way, the swimmer is encouraged to bring the matter to the attention of the involved club and/or LMSC leadership team or file a written grievance.

Violations of this Code of Conduct may result in any or all of the following: private reprimand; denial of participation; or suspension or termination of membership.