

# LONG BEACH GRUNIONS

## Code of Conduct

Policy No. Policy 1.5 Board Approved: October 3, 2026

Effective Date: October 3, 2026

### Purpose

The Long Beach Grunions are committed to providing a safe, welcoming, respectful, and inclusive environment where members can enjoy swimming, fitness, competition, and friendship. This Code of Conduct establishes the expectations for all members, coaches, volunteers, and guests participating in Grunion activities.

### Member Expectations

As a member of the Long Beach Grunions, I will:

#### Respect Others

- Treat all members, coaches, officials, volunteers, and guests with courtesy and respect.
- Help create an environment where everyone feels welcome, valued, and included.
- Respect the diverse backgrounds, experiences, identities, and opinions of others.

#### Communicate Respectfully

- Use language that is respectful and appropriate.
- Avoid comments, jokes, or behavior that could reasonably be considered offensive, intimidating, discriminatory, or harassing.
- Recognize that humor or personal opinions may not be received the same way by everyone.

#### Demonstrate Good Sportsmanship

- Encourage and support teammates.
- Show integrity, honesty, and good sportsmanship during practices, competitions, meetings, social events, and all Grunion activities.
- Represent the Long Beach Grunions in a positive manner.

#### Help Maintain a Safe Environment

- Respect personal boundaries.
- Respect the role of coaches and follow their direction during practices and club activities to help maintain a safe, productive, and enjoyable environment for everyone.
- Follow facility rules and the direction of event organizers.
- Help foster an environment where members feel comfortable asking questions, raising concerns, and supporting one another.

### Addressing Concerns

Members who experience or observe behavior that is inconsistent with this Code of Conduct are encouraged to speak with a coach or Board member. Concerns will be handled respectfully and, when appropriate, through the Long Beach Grunions Grievance Procedure.

## Accountability

Membership in the Long Beach Grunions is a privilege. Members are expected to uphold this Code of Conduct while participating in club practices, competitions, meetings, social events, volunteer activities, and any other club-sponsored functions. Conduct that is inconsistent with this Code may be addressed informally when appropriate or, when necessary, through the Long Beach Grunions Grievance Procedure.

Participation in Long Beach Grunions activities constitutes acknowledgment of and agreement to abide by this Code of Conduct.

## Relationship to Other Policies

This Code of Conduct supplements, but does not replace, the Long Beach Grunions Grievance Procedure or applicable USMS policies, including the USMS Code of Conduct.