



## Pacific Swimming Officials Code of Conduct

I. Each Non-Athlete Member of USA Swimming is bound by the USA Swimming Code of Conduct and the Center for SafeSport Code. In addition, non-Athlete member Officials must abide by the Officials Code of Conduct. The following Code pertains to activities where officials or administrators (“Officials”) representing Pacific Swimming, in or outside the LSC, including practices, meets, camps, meetings, and clinics:

- A. Officials bear a great responsibility for engendering public confidence in swimming.
- B. Officials shall be impartial and fair when judging swimming competitions.
- C. Officials shall hold and maintain the basic tenets of officiating which include integrity, neutrality, respect, sensitivity, professionalism, discretion and tactfulness.
- D. Officials shall master both the rules of swimming and the means to enforce the rules and shall exercise authority in an impartial and controlled manner.
- E. Officials shall uphold the honor and dignity of the profession in all interactions with athletes, coaches, parents, volunteers, colleagues and the public.
- F. Officials shall recognize that anything which may lead to a conflict of interest, either real or apparent, must be avoided.
- G. Officials shall dress neatly and appropriately and shall conduct themselves in a manner consistent with the high standards of the profession.
- H. Officials shall be punctual and professional in the fulfillment of all officiating commitments.
- I. Officials shall work with each other respectfully in a constructive and cooperative manner.
- J. Officials shall resist every temptation and outside pressure to use one’s position as an official to benefit oneself.
- K. Officials shall not make false or misleading statements regarding their qualifications, certifications, experience, training or competence.
- L. Officials shall accept responsibility for all actions taken.
- M. Officials shall strive to insure a safe and healthy environment for all members of Pacific Swimming during competitions, especially the athletes.

- N. Officials shall consistently, accurately, and equitably apply rules, regulations, and codes of conduct of USA Swimming, the Center for SafeSport and Pacific Swimming.
- O. Officials shall refrain from making posts on social media criticizing calls made by officials in swimming competitions or criticizing a call they saw on TV or on some internet or streaming service in connection with a swimming competition.

II. Subject to informal or formal proceedings, the failure to comply with any Pacific Swimming Officials Code of Conduct rule may result in any of the disciplinary actions:

- A. A warning
- B. A reprimand
- C. Reassignment
- D. Re-education
- E. Suspension
- F. Decertification

III. **Discipline or De-Certification:** First and foremost, discipline or de-certification does not remove membership in USA Swimming; however, the basis for de-certification may also require referral to the National Board of Review. There are three categories that have been chosen which should cover all possible situations and issues that could arise. The three categories for which discipline or de-certification can occur are:

- A. **Professional Qualifications.** This category deals mainly with the official's lack of knowledge or application of the rules. For example, a certified S&T who never makes calls or incorrectly makes the same call repeatedly.
- B. **Professional Misconduct.** This category addresses violations of the above Pacific Swimming Officials Code of Conduct.
- C. **Code of Conduct.** This category addresses violations of the USA Swimming Code of Conduct or the Center of SafeSport Code.

Except for Code of Conduct violations, in all other cases, the Pacific Swimming Officials chair or their designee shall endeavor to resolve the matter informally. If an informal resolution is not reached, the formal complaint process and hearing by the Pacific Swimming Officials Committee must take place before an official can be disciplined or decertified. In accordance with the established procedures of Pacific Swimming and USAS the general process is as follows:

- (1) A written complaint is received by the Pacific Swimming Officials Chair.
- (2) The Pacific Swimming Officials Committee investigates the complaint.

(3) If the committee finds that there is sufficient evidence of a violation of the Pacific Swimming Code of Conduct, then after fair notice, a hearing before the Pacific Swimming Officials Committee will be scheduled in a timely manner. The official and any complainant will be given the opportunity to present their position to the Committee. (It is a good practice to record the hearing)

(4) After the hearing, the Pacific Swimming Officials Committee decides either to dismiss, discipline, de-certify, or forward the matter to the NBOR.

(5) If the decision is to de-certify or recommend referral to the NBOR, a written finding of fact and decision must be done. In the case of de-certification this document must be sent to the person who is being de-certified to allow them to appeal to the NBOR.