



CODE OF CONDUCT

Expected Conduct. Behaviors and actions of any kind that are unsportsmanlike, unkind, disrespectful, deceitful, inappropriate, disruptive, or in anywise detrimental to Guam Aquatics, its members, athlete members, or officials is an abuse of the privilege of membership and participation in the Guam Aquatic Activities. Such misconduct has no place in sport or in Guam Aquatics and shall not be tolerated. Guam Aquatics reserves the right to discipline and take all lawful abatement measures, including the immediate suspension and/or revocation of membership and participation.

Measures to be adjudicated under the *Guam Aquatics Safeguarding Rules on the Protection From Harassment And Abuse* include: (a) violations of the Guam Aquatics Safeguarding Rules on the Protection from Harassment and Abuse; (b) violations of the World Aquatics or GNOC Rules and Regulations governing Safe Sport or Safeguarding; (c) discrimination against any member, athlete, official or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law where applicable; (d) violations of the anti-doping prohibitions, including the use, sale, or distribution of illegal drugs or the illegal sale or distribution of any substance listed on the World Aquatics, WADA, and ORADO-recognized list of banned substances; (e) the use of illegal drugs in the presence of an

athlete, by a coach, official, trainer, or a person who, in the context of Aquatics, is in a position of authority over that athlete; (f) the providing of alcohol to an athlete by a coach, official, trainer, manager or any other person where the athlete is under the age of twenty-one (21) years old; (g) the use of alcohol in the presence of an athlete under the age of twenty-one (21) years old by a coach, official, trainer, or a person who is in a position of authority over that athlete and while acting in an official capacity on the training field, the field of play, or during competition travel; (h) any violence, non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a Guam Aquatics-sanctioned competition; or towards any athlete. A violation may be found regardless of whether the conduct is made during or outside of competition, whether the locale of the conduct is inside or outside of Guam, or whether the conduct is made verbally, or in writing, or in any public or private media platform, including social media. Conduct of any nature that poses a crime under law shall be referred to the proper legal authorities.

Measures to be adjudicated under the *Guam Aquatics Integrity Code* include: (i) violations of the Guam Aquatics Integrity Code; (j) violations of the World Aquatics or GNOC Rules and Regulations governing Integrity or ethical conduct; (k) any act of fraud, deception or



dishonesty in connection with any Guam Aquatics-related activity, business, mission, reputation, or autonomy and/or in connection with that of their member teams, athletes, and officials; (l) unsportsmanlike conduct or behavior, including conduct or behavior that brings Guam Aquatics, World Aquatics, the GNOC, their members and athlete members, coaches, and other officials into disrepute; (m) action, other than through general advertising, by a coach, owner, officer, volunteer, representative, or employee of a member team, either through direct contact with an athlete or the encouragement of others, to recruit or otherwise encourage an athlete who is already a member of another team/club to leave that team/club, unless the acting party receives prior written approval to recruit or encourage the athlete to change affiliation from the designated club representative of the athlete's existing team or unless contact is initiated by the athlete, the athlete's parent/guardian or authorized representative. General advertising includes: (i) any information that is distributed to an

identifiable general population where there is a reasonable expectation that the majority of that population are not current athlete members of Guam aquatics; or (ii) placed in or on any item that is sold. In the event of a violation of this section, a sanction may be imposed against any coach, owner, officer, participant, volunteer, representative or employee of a team, or against the team, or any combination thereof as appropriate; and (n) any other material or intentional act, omission, conduct, interference, disruption, or usurpation not otherwise provided for above or in the Rules and Regulations of Guam Aquatics which violates this Code of Conduct or intrudes upon the business, mission, reputation, media rights or autonomy of Guam Aquatics, or is detrimental to Guam Aquatics, its members, athlete members, officials, and/or the sport of Aquatics.

Measures to which strict liability apply include: (o) the unauthorized use or infringement of the tangible or intangible property, assets, and rights of Guam Aquatics.