

HYDRA AQUATICS

MYTHOS

Hydra Aquatics Employee Code of Conduct

Professional Conduct and Respect:

All employees are expected to act with professionalism, integrity, and respect toward swimmers, families, colleagues, and the public. This includes treating others with courtesy, listening actively, and modeling the behaviors we expect from our athletes. Employees should promote a culture of sportsmanship and inclusion, both on and off the pool deck.

Positive Role Modeling:

As mentors and authority figures, coaches and staff must lead by example. This includes maintaining a positive attitude, fostering a team-first mindset, and encouraging athletes to support one another. Employees are expected to uphold Hydra's values of excellence, empathy, resilience, and integrity at all times.

Harassment and Bullying:

Harassment, bullying, discrimination, or any behavior that undermines the dignity of others is strictly prohibited—whether it occurs in person, through written communication, via social media, over text or email, or on any other digital platform. This includes verbal abuse, physical intimidation, visual misconduct, cyberbullying, and any inappropriate, sexist, racist, or homophobic behavior. All employees are responsible for maintaining a respectful environment and must intervene or report misconduct, using the Hydra Aquatics Safe Sport Concern Reporting Form, when it is observed. Hydra Aquatics enforces this policy in alignment with Virginia state law and USA Swimming's anti-bullying and anti-harassment policies.

Facility and Equipment Responsibility:

Employees must treat all facilities, locker rooms, and equipment with care. This includes ensuring that swimmers also respect property and leave spaces clean and undamaged. Any intentional damage, theft, or negligence may result in disciplinary action or financial responsibility.

Dress Code:

Coaches and staff must wear appropriate, professional athletic attire when working with swimmers or representing the club. This promotes a unified appearance and reinforces the team's commitment to professionalism.

Media and Communication Conduct:

Hydra Aquatics is committed to safeguarding athlete privacy while promoting team accomplishments. Employees must follow the club's Photography, Media, and Communication Policy, which prohibits:

- Taking or sharing images in locker rooms or private spaces
- Capturing or distributing images that are suggestive or inappropriate
- Posting athlete images or names without prior written consent, especially on social media

All media captured must be reviewed for appropriateness and securely stored in password-protected accounts. Communication with athletes must be professional, follow USA Swimming's MAAPP standards, and maintain appropriate adult-minor boundaries.

Digital and Social Media Behavior:

All digital communication must reflect Hydra's values and adhere to Safe Sport and MAAPP

guidelines. Employees must not engage in private, unsupervised digital conversations with minor athletes. Misuse of digital platforms or inappropriate conduct online is subject to disciplinary action.

Drug-Free Workplace:

Hydra Aquatics maintains a drug-free workplace. The use of illegal substances or being under the influence of drugs or alcohol while on duty is strictly prohibited and grounds for immediate dismissal.

Conflict of Interest:

Employees must avoid personal or financial conflicts of interest that could compromise their decision-making, objectivity, or integrity. Staff should disclose any potential conflicts to management as soon as they arise.