



Stingray Swim Team Hand Book

Updated April 28, 2016
*excerpt from page 10-11



DISCIPLINARY ACTION PROTOCOL

The Stingray Swim Team expects each of its members to act in an appropriate and mature manner at all times. This includes during practice, competitions, and when representing Stingray Swim Team outside the pool. Horseplay and/or disruptive behavior will not be tolerated as it negatively affects other members. When our team rules and expectations are not met, disciplinary actions will be enforced. Each member will have the right to due process during all disciplinary decisions, but the ultimate plan of action resides with the coaching staff and board of directors. Below is the Stingray Swim Team disciplinary action protocol, but please note that each decision will be on a case-to-case basis including, but not limited to, the following situations.

MISCONDUCT	DISCIPLINARY ACTION
Repeated horseplay or disruptive behavior	The coach will set up a meeting with the parent(s) to discuss the swimmer's actions. If the misconduct continues post-meeting, further disciplinary actions will be enforced, ultimately requiring dismissal from the team.
Dangerous behavior including spitting, pushing, hitting, and/or fighting	The coach will set up a meeting with the parent(s) after the first offence. A second offence will require the swimmer and parent(s) to meet with the board of directors. The swimmer will be dismissed from the team after a third offence.
Disruptive parent behavior toward swimmers and/or coaches	The parent(s) will be required to meet with the board of directors to discuss their behavior. If the misconduct continues, the parent will be asked to avoid the facility. If this action does not solve the issue, dismissal from the team may be warranted.
Bullying	At the first sign of bullying, the involved swimmers will meet with the coach to discuss their actions. If the misconduct continues, the swimmer and parent(s) will meet with the board of directors. We take bullying seriously, and this misconduct may require suspension or dismissal from the team.
Law Enforcement charges	All Stingray Swim Team members represent our team outside the pool area. Any criminal misconduct reflects negatively on our program and will not be tolerated. Disciplinary actions will be taken on a case-by-case basis, ultimately requiring dismissal from the team.

Following suspension or dismissal from the team, the parent(s) are required to pay their account balance in full. If the parent(s) and swimmer wish to rejoin the Stingray Swim Team, they must meet with the board of directors to discuss their past actions and how they have eliminated the misconduct. The board of directors and coaching staff will act in the best interest of the team, and all reinstatement decisions are at the discretion of the board of directors. The above disciplinary actions protocol is not all-inclusive, and further disciplinary actions will be determined by the board of directors.