



FST 2023-2024 Family Agreement

In an ongoing effort to advance our team, Foothills Swim Team has established a fundraising requirement for each family of \$300.00 and \$75.00 each additional swimmer (meaning \$300.00 after any cost for goods/services provided is deducted). The team will provide opportunities throughout the year to allow for the fulfillment of this responsibility. If you would prefer to not participate in fundraisers, you may choose to have your fees collected with your membership dues. Please contact Backofficemanager@foothillsswimteam.com to make arrangements.

One half of the fundraising requirement must be met by January 01, 2024; the second half is due by August 1, 2024, or when you withdraw from the team (whichever is sooner).

Swimmers registered in the Comp-Prep 1 group are not required to participate in fundraising; swimmers in the Comp-Prep 2 group are required to raise \$150.00 with \$75.00 each additional swimmer.

Worker Sessions Responsibility

A large piece of running a team is the conduct of hosting meets at our facility. These meets provide an opportunity for our swimmers to measure their progress and for us to host other team swimmers in one of the finest facilities in the state. Foothills Swim Team normally hosts 3 to 4 meets during the swim year. It is expected that each family complete two (2) volunteer sessions during each of these hosted meets.

Most of the needed hours are during these actual meets; however, there are some activities outside of the meet days where volunteer hours can be achieved. We design each worker session within a 4–6-hour time frame. Since meets provide revenue for the team, which in turn lowers all members' dues, we require that each family participate in worker sessions whether your child is swimming in meets or not. At times, Foothills Swim Team attends meets where we are required to help as well. It is expected that each of us support these requests as needed. These hours cannot be predicted and therefore do not count toward the family volunteer obligation.

Once you have signed up for a worker session it is your responsibility to find a replacement if your schedule or availability changes. Foothills Swim Team will charge a non-compliance fee of \$250.00 per missed worker session to your credit card on file the week following the meet.

** Swimmers registered in the Comp-Prep groups will have to provide one worker session for any FST-hosted meet in which your child signs up to swim in**

Financial Responsibility

- 1 Members will be charged an annual team registration fee of \$200.00 per family.
- 2 Members will be charged and annual administration fee of \$165 per family.
- 3 Members will be charged an annual team t-shirt fee of \$35.
- 4 Members will be charged an annual fundraising fee as described above.
- 5 Monthly dues and meet fees will be automatically charged to your credit card or bank account on file on the 1st of every month. If you choose to pay your fees by cash or check, payment is expected on the 1st of the month. If

paying by cash, a receipt is required. Coaches will not collect any money. Please send your payment to: Foothills Swim Team, PO Box 27007, Lakewood, CO 80227.

- 6 For families with more than one swimmer there is a discount of \$7.50 per swimmer per month.
- 7 If dues are not paid within ten (10) days after the due date, the Member may be declared at the discretion of the Board a non-member and the swimmer may be banned from participation.
- 8 Balances 60 days overdue may result in termination of membership privileges.
- 9 If a member quits the team or is dropped from FST for a delinquent account, overdue and current account balances (including Fundraising Fee) are immediately due in full. The member will be allowed to rejoin the club only after the past due balance is cleared and a \$50.00 rejoining fee is paid.
- 10 If a member is suspended from the team, monthly dues will be suspended for the same period of time, after which dues will automatically resume. Accounts must be brought up to date before the suspension ends, or they may be subject to termination.
- 11 Each member will be charged a full month's dues for every month in which they compete or attend a training session. Monthly fees are not refundable for a partial month. Fees will not be prorated other than for a documented medical condition that prohibits physical participation.
- 12 A current Member in Good Standing may apply for medical leave. Should a member give notice that he or she will not be participating for an entire month because of a documented medical condition; the member may be entitled to place their membership on hold, and not incur any training fees for the month. Members must get approval for medical leave from their coach. Any member whose membership has been placed on hold will be charged a full month's dues if they attend any practice during that month.
- 13 Any member wishing to drop out of the program must notify FST in writing by the 21st of the month in order to avoid being billed for the next month. Verbal notice to a coach that you are discontinuing membership is not proper notice. If a member is billed unnecessarily and cannot provide proof of termination date, the member is responsible for all charges on the account. This includes seniors who graduate and subsequently leave the team.

Behavioral Agreement

All Members must adhere to the USA Swimming Rules and Regulations Article 304 CODE OF CONDUCT (attached and located in USA Swimming Rules and Regulations, found on the USA Swimming Website)

Parent Member Behavioral Expectations

The FST Head Coach and Assistant Coaches shall be responsible for discipline in regard to all team activities. All Parent Members are responsible to abide by the following rules:

1. During team practices, Parent Members will not engage in conversation with the coaches. Coaches are happy to schedule an appointment to speak with parents during non-practice times.
2. During team practices, Parent Members will not engage in conversation or instruction with their child.
3. During practices and swim meets, Parent Members will not go onto the pool deck, unless he/she has been specifically requested to be on the deck by the coach or is performing a specific responsibility for the club. The "Pool Deck" is and will be defined by the coaching staff.
4. Parent Members should support their swimmer(s) to be the best that they can be. Parent Members should not openly compare the abilities, skill, courage, or attitudes of their swimmer(s) with other members of the team or other teams.
5. Parent Members should fully support their swimmer's coach and will not compete with the coach for authority, as it relates to the program.
6. Parent Members will not overstep, circumvent, or dissent any decision made by the coaching staff. If parents have a concern, it should be addressed with the coach at an appropriate time and in an appropriate manner.
7. FST is only responsible for swimmers during swim practice hours. Parent Members are responsible for the supervision on their swimmers outside of scheduled practice times and agree to supervise their other children if they are in attendance.
8. Parent Members agree to be present or to arrange responsible supervision at all swim meets, including championships, at which their child will be present.
9. A Member with more than three (3) violations of this agreement on file will not be allowed to return to the team.
10. A Member may be immediately dismissed from the team based on the seriousness of a violation.

Swimmer Conduct at Practices and Meets

The Head Coach and Assistant Coaches for FST shall be responsible for the behavior of the swimmers and for subsequent discipline during all team activities. All Team Swimmers are responsible to abide by the following rules:

1. Behavior that endangers another swimmer or disrupts practices or meets will not be tolerated.
2. Swimmers will treat their coaches and teammates with respect at all times.
3. Any inappropriate conduct, advance, behavior, or action directed towards a member, coach, or official by a swimmer will not be tolerated
4. No inappropriate language will be tolerated.
5. No running or horseplay on deck, in the water, or in the locker room.
6. No loitering in the locker room. The use of cell phones in the locker room is expressly prohibited.
7. Except where venue facilities require otherwise, changing into or out of swimsuits other than in locker rooms or other designated areas is prohibited.
8. Adhere to the rules and regulations of the pool facility.
9. Swimmers shall treat the pool facility, staff, and all equipment with respect.
10. Adhere to the FST Honor Code
11. Adhere to the USA Swimming Rules and Regulations Article 304 CODE OF CONDUCT (see below)

FST Discipline Policy

An FST "Member", "Parent Member" and "Team Swimmer" are defined by the FST Bylaws (Article IV) Any infraction of the above behavioral agreement will be dealt with by the Coach as follows:

1. The coach may either give the Member a verbal warning, written warning, or enact immediate suspension depending on the severity of the infraction.
2. If there is a second infraction by the Member, the coach will contact the parent and seek their assistance in dealing with behavior (if it is the swimmer). The coach will give additional verbal warnings, a written warning, or apply immediate and indefinite suspension.
3. If a suspension is implemented without dismissal from the team the parents will be informed of the details of the suspension.
4. The coach has option/right to confer with the Head Coach and/or the Board of Directors. The Head Coach has the right to enact a disciplinary decision (up to and including termination) without the Board of Directors' input or knowledge.
5. A Member may be indefinitely suspended or terminated from the team based on the seriousness of the violation. The Member may be terminated from the team at the Head Coach's discretion or by a majority vote of the Board. No fees will be refunded to terminated members.

Discipline for Verbal and Written Warnings

Class I Objectionable Behavior: Unacceptable Behavior (including, but not limited to) sale or distribution of illegal drugs; conviction of felony; and fighting which brings criminal charges particularly which results in the significant bodily injury of any person (regardless whether at a club activity or not).

Procedure:

1st Offense – Suspension* for a minimum of (60) days of the swimmer's season or Membership Termination as determined by the Head Coach and/or the Board of Directors. Member is revoked of their "Member in Good Standing" status for a minimum of 12 months.

2nd Offense – Membership Termination as determined by the Head Coach and/ or the Board of Directors. No fees will be refunded to terminated members.

Class II Objectionable Behavior: Unacceptable behavior as a member of the Foothills Swim Team at Foothills Swim Team functions, practices, and meets. This behavior would include, but not be limited to, possession or use of illegal drugs, alcohol, tobacco, or weapons; fighting; engaging in theft, significant vandalism, or sexual misconduct of any nature.

Procedure:

1st Offense – Suspension* from the team for a minimum period of thirty (30) days of the swimmer's season or Membership Termination as determined by the Head Coach and/or the Board of Directors. Member revoked of their

“Member in Good Standing” status for a minimum of 12 months.

2nd Offense – Suspension* from the team for a minimum period of sixty (60) days of the swimmer’s season or Membership Termination as determined by the Head Coach and/ or the Board of Directors. Member revoked of their “Member in Good Standing” status for an additional 12 months.

3rd Offense – Shall be considered a violation of Class I Objectionable Behavior and handled according to the disciplinary proceedings of Class I Objectionable Behavior.

*Suspensions may be extended into the swimmer’s next season, if needed.

Class III Objectionable Behavior: Unacceptable behavior at Foothills Swim Team practices, competitions and team functions that include, but are not limited to: minor vandalism; being disruptive in practices or meets; abusive language or behavior; insubordination to members of the coaching staff, chaperones, or others; littering; or other acts of misconduct as determined by the coaching staff.

Procedure (Handled by the Coaching Staff):

1st Offense “Verbal Warning” – Team Swimmer or Parent Member will be verbally warned, and the coach will document the warning with the Board of Directors.

2nd Offense “Verbal Warning” – Team Swimmer or Parent Member will be verbally warned, and the coach will document the warning with the Board of Directors, and Parents notified.

3rd Offense “Written Warning” – Team Swimmer or Parent Member will be issued a “Written Warning” and the coach will document with the Board of Directors. Member is revoked of their “Member in Good Standing” status for a minimum of 12 months.

Repeated Class III offenses may result in the offense being considered a Class II Objectionable Behavior.

See Below USA Swimming’s “Code of Conduct”

USA SWIMMING - ARTICLE 304 – CODE OF CONDUCT

304.1

The mission of USA Swimming is to encourage participation and the pursuit of excellence in all aspects of swimming. USA Swimming grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by USA Swimming at any time where USA Swimming determines that a member or prospective member’s conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in swimming, USA Swimming has adopted this Code of Conduct.

304.2

Any member, former member, or prospective member of USA Swimming is subject to the jurisdiction of the Board of Review. Any member, former member, or prospective member of USA Swimming may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USA Swimming for life if such person violates the provisions of the USA Swimming Code of Conduct, set forth in 304.3, or aids, abets or encourages another person to violate any of the provisions of the USA Swimming Code of Conduct. USA Swimming shall initiate an investigation of any former member of USA Swimming when a report required under 306.1 is received.

304.3

The following shall be considered violations of the USA Swimming Code of Conduct:

.1 Violation of the right to compete provisions set forth in Article 301.

.2 Violation of the anti-doping provisions set forth in 303.3.

.3 Discrimination in violation of the Amateur Sports Act which requires that USA Swimming must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of swimming. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, genetics, mental or physical disability, or any other status protected by federal, state, or local law, where applicable, is prohibited.

.4 Violation of any of the Athlete Protection Policies set forth in Article 305

.5 Violation of any of the Sexual Misconduct Reporting Requirements set forth in Article 306.

.6 Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges, for (i) any felony, (ii) any offense involving use, possession, distribution, or intent to distribute illegal drugs or sub-stances, (iii) any crime involving sexual misconduct, or (iv) any criminal offense against a minor.

.7 Bullying is prohibited. For the purposes of the Code of Conduct, the term "Bullying" shall mean, regardless of when or where it may occur, the severe or repeated use by one or more USA Swimming members ("Members") of an oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other Member that to a reasonably objective person has the effect of: (i) causing physical or emotional harm to the other Member or damage to the other Member's property; (ii) placing the other Member in reasonable fear of harm to himself/herself or of damage to his/her property; (iii) creating a hostile environment for the other Member at any USA Swimming activity; (iv) infringing on the rights of the other Member at any USA Swimming activity; or (v) materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC). Allegations of Bullying of an athlete by a coach shall be investigated under 304.3.13.

.8 A Any inappropriate sexual conduct or advance, or other inappropriate oral, written, visual, or physical conduct of a sexual nature at any time, past or present, directed towards an athlete or any person under the age of eighteen (18) by (i) a coach member or other non-athlete member, or (ii) any other adult participating in any capacity whatsoever in the activities of USA Swimming (whether such adult is a member or not).

B Any act of sexual harassment, including without limitation unwelcome sexual advances, requests for sexual favors, and other inappropriate oral, written, visual, or physical conduct of a sexual nature in connection with or incidental to a USA Swimming-related activity by any person participating in the affairs or activities of USA Swimming (whether such person is a member or not) directed toward any member or other person participating in the affairs or activities of USA Swimming.

C A romantic or sexual relationship, even if it is a consensual relationship between adults, which began during the swimming relationship, between athletes and those individuals (i) having direct supervisory or evaluative control, or (ii) who are in a position of power and trust over the athlete. Except in circumstances where no imbalance of power exists, coaches have this direct supervisory or evaluative control and are in a position of power and trust over those athletes they coach. The prohibition on romantic or sexual relationships does not include those relationships where it can be demonstrated that there is no imbalance of power. For example, this prohibition does not apply to a relationship between two spouses or life partners which existed prior to the swimming relationship. For factors that may be relevant to determining whether an imbalance of power exists, consult the USOC's Safe Sport Policies at www.teamusa.org/Footer/Legal/Governance-Documents.

D Any peer-to-peer sexual abuse. For the purposes of the Code of Conduct, the term "peer-to-peer sexual abuse" shall mean any unwelcome physical conduct of a sexual nature directed towards a minor athlete by another minor athlete.

.9 The sale or distribution of illegal drugs or the illegal sale or distribution of any substance listed on FINA's recognized list of banned substances.

.10 The use of illegal drugs in the presence of an athlete, by a coach, official, trainer, or a person who, in the context of swimming, is in a position of authority over, that athlete.

.11 The providing of alcohol to an athlete by a coach, official, trainer, manager, or any other person where the athlete is under the legal age allowed to consume or purchase alcohol in the state where the alcohol is provided.

.12 The abuse of alcohol in the presence of an athlete under the age of eighteen (18), by a coach, official, trainer, or a person who, in the context of swimming, is in a position of authority over that athlete.

.13 Abuse

A Physical abuse of an athlete by any person who, in the context of swimming, is in a position of authority over that athlete. "Physical abuse" is defined as a non-accidental injury and/or an injury primarily

B Bullying of an athlete by a coach member or other non-athlete member who is in a position of authority over that athlete.

.14 For any USA Swimming member club or coach to knowingly:

A allow any person who has been placed on the USA Swimming list of "Individuals Permanently Suspended or Ineligible" to coach or instruct any of its athlete members,

B aid or abet coaching or instruction of athletes by any person who has been placed on the USA Swimming list of "Individuals Permanently Suspended or Ineligible," or

C allow any person who has been placed on the USA Swimming list of "Individuals Permanently Suspended or Ineligible" to have an ownership interest in such USA Swimming club or its related entities.

.15 Any act of fraud, deception, or dishonesty in connection with any USA Swimming-related activity.

.16 Any 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 USA Swimming sanctioned competition.

.17 Action, other than through general advertising, by a coach, owner, officer, volunteer, representative, or employee of a swim club, or a USA Swimming or LSC employee, 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 a USA Swimming member swim club to leave that 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 USA Swimming-member swim club or contact is initiated by the athlete, the athlete's parent or authorized representative. General advertising includes any information that is:

A Distributed to an identifiable general population where there is a reasonable expectation that the majority of that population are not current members of USA Swimming, or

B 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, volunteer, representative or employee of a swim club, or against any such club, or any combination thereof, as appropriate.

.18 Violation of any team misconduct rule as established by the USOC, USA Swimming, any Zone or LSC team authority.

.19 Any other material and intentional act, conduct or omission not provided for above, which is detrimental to the image or reputation of USA Swimming, a LSC or the sport of swimming.