



Team Handbook

<https://www.teamunify.com/team/concsc/page/home>

NoCo is a board-run, non-profit swim club

Est. May 2019

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Mission Statement

Northern Colorado Swim Club, using the sport of swimming as a conduit, will facilitate a safe environment, which will empower athletes to develop confidence, competence, connection, character, caring, and contribution to the team and the community.

Vision Statement

Our club's vision is to promote a safe, healthy competition and team camaraderie while teaching life skills to our club and its members. We use coaching and practice to achieve personal and team successes, while also becoming better swimmers and athletes, both in and out of the pool. Ultimately, our overarching goal is to strive for our members to build character, performance, and leadership skills to strengthen our families, our community, and ourselves.

TEAM CODE OF CONDUCT: ATHLETES

The purpose of a code of conduct for athletes is to establish a consistent expectation for athletes' behavior. By signing this code of conduct, I agree to the following statements:

- I will respect and show courtesy to my teammates and coaches at all times.
- I will demonstrate good sportsmanship at all practices and meets.
- I will set a good example of behavior and work ethic for my younger teammates.
- I will be respectful of my teammates' feelings and personal space. Swimmers who exhibit sexist, racist, homophobic or otherwise inappropriate behavior will be faced with consequences.
- I will attend all team meetings and training sessions unless I am excused by my coach.
- I will show respect for all facilities and other property (including locker rooms) used during practices, competitions, and team activities.
- I will refrain from foul language, violence, behavior deemed dishonest, offensive, or illegal.
- If I disagree with an official's call, I will talk with my coach and not approach the official directly.
- I will obey all of USA Swimming's rules and codes of conduct.

I understand that if I violate this code of conduct, I will be subject to disciplinary action determined by my coaches and the swim club's board of directors.

TEAM CODE OF CONDUCT: PARENTS

The purpose of a code of conduct for parents is to establish consistent expectations for behavior by parents. As a parent/guardian, I understand the important growth and developmental support that my child's participation fosters. I also understand that it is essential to provide the coaching staff with respect and the authority to coach the team. I agree with the following statements:

- I will set the right example for our children by demonstrating sportsmanship and showing respect and common courtesy at all times to the team members, coaches, competitors, officials, parents, and all facilities.
- I will get involved by volunteering, observing practices, cheering at meets, and talking with my child and their coach about their progress.
- I will refrain from coaching my child from the stands during practices or meets.
- I understand that criticizing, name-calling, use of abusive language or gestures directed toward coaches, officials, volunteers, and/or any participating swimmer will not be tolerated.
- I will respect the integrity of the officials.

I understand the above expectations and that my failure to adhere to them may result in disciplinary action.

Grievance Policy

NoCo Swim Club Grievance Procedure provides swimmers, parents, coaches, club leaders, and employees with a system to address and report grievances in a productive, systematic way. Following these Procedures provides the appropriate parties a means to properly investigate, intervene, and take disciplinary action when needed.

WHERE TO REPORT:

For issues dealing with sexual misconduct, sexual harassment, and/or sexually explicit or inappropriate communication through social media:

- U.S. Center for SafeSport: 720-524-5640 or <https://safesport.i-sight.com/portal>

For issues dealing with physical abuse, emotional abuse, criminal charges, and the use, sale, or distribution of illegal drugs:

- USA Swimming Safe Sport: safesport@usaswimming.org or <https://fs22.formsite.com/usaswimming/form10/index.html>

For issues dealing with known or suspected child abuse:

- Colorado Child Abuse and Neglect Hotline: 844-CO-4-KIDS
- Anyone witnessing a child in a life-threatening situation should call 911 immediately

For issues dealing with peer-to-peer bullying, coach-athlete bullying, parent issues, violations of the NoCo Swim Team Code of Conduct, and violations of the Minor Athlete Abuse Prevention Policy.

These issues are handled at the club level following the procedures outlined below. Coaches' responsibilities include

1. Assessing the behavior of swimmers as dictated by the NoCo Swim Team Code of Conduct and all published policies and procedures.
2. Issuing disciplinary action for any swimmer that is determined to have violated that Code of Conduct or any published policy/procedure.
3. All disciplinary action is at the head coach's discretion and will be issued regarding
 - a. Nature of the misconduct
 - b. The severity of the misconduct
 - c. Prior disciplinary actions against swimmer
 - d. The adverse effect of the misconduct on other swimmers
 - e. Application of the Code of Conduct

4. All Coaches are authorized to take immediate disciplinary action, if appropriate and necessary under the circumstances, to ensure the safety of all swimmers.

Categories of Complaints:

1. Conduct of a Swimmer
2. Conduct of an Assistant Coach
3. Conduct of the Head Coach

4. Conduct of a Parent

Registering a Grievance:

1. Conduct of a Swimmer - Should a parent/swimmer feel another swimmer's conduct is inappropriate or violates the Athlete Code of Conduct, the parent/swimmer should discuss these concerns with the coach responsible for the swimmer responsible for the possible violation. This complaint should be made in person or writing.
2. Conduct of an Assistant Coach – Should a parent or swimmer feel an Assistant Coach's conduct is inappropriate or in violation of any team policies or procedures, the parent/swimmer should notify the Head Coach of this violation. This complaint should be made in person or writing.
3. Conduct of the Head Coach – Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any team policies or procedures, the parent/swimmer should notify an executive board member of Colorado Swimming. This complaint should be made in person or writing.
4. Conduct of a Parent – Should any person feel a parent is acting inappropriately or violates any team policies or procedures, the parent/swimmer should notify the Head Coach of this violation. The complaint should be made in person or writing.

Grievance Procedure:

1. After an initial conduct review, any disciplinary action will be the responsibility of the Head Coach. A decision, and/or disciplinary action, will be issued as soon as reasonably possible.
 - a. If the parent/swimmer registering the complaint feels the Head Coach's disciplinary action is insufficient or unsatisfactorily resolves the issue, the parent/swimmer may appeal the decision to the Head Coach in writing within 7 days of the initial complaint. A decision, and/or disciplinary action, will be issued by the Head Coach as soon as reasonably possible. Failure of the Head Coach to address the parent/swimmer's concerns promptly is a basis for requesting an appeal.
 - b. If the parent/swimmer registering the complaint appeals to the Head Coach and feels his decision/disciplinary action is insufficient or unsatisfactorily resolves the issue, the parent/swimmer may appeal to an executive board member of Colorado Swimming.
 - c. The decision of an executive board member of Colorado Swimming regarding any complaint, and any resulting disciplinary action, is final.

Safe Sport Recognition

The Safe Sport Club Recognition program allows a USA Swimming member club to demonstrate its commitment to creating a healthy and positive environment, free from abuse. This is done through the development and implementation of Safe Sport club measures, policies, reporting mechanisms, best practices, and training. As more USA Swimming clubs achieve Safe Sport Club Recognition, we will create a safer environment for all our athletes.

In what may be a silver lining of the last few months, the USA Swimming Safe Sport team helped facilitate more coach, athlete, and parent virtual training in support of the Safe Sport Club Recognition Program in the first half of 2020 than in any other calendar year.

Please visit <https://www.usaswimming.org/safe-sport/safe-sport-recognition-program> to learn more about the Safe Sport program.

Team Mate Dating

In wanting to continue providing a safe, healthy and fun team environment, NoCo Swim Club will encourage swimmers not to date one another.

We understand how easy it is to have a crush on a teammate, but dating creates many issues for the team, training group, and Coaches.

We encourage the swimmers to do activities socially as a group.

NoCo Swim Club expects any dating individuals to understand and conduct themselves as teammates FIRST and FOREMOST from the moment they arrive on site for practice and in any/all team functions.

No physical contact or public displays of affection, pairing off, etc. at any team function will be tolerated, as it detracts from the club/team as a whole and may disrupt coaching or functions, as well as violates the team's current code of conduct rules.

Diversity, Inclusion, Equity Statements

We are committed to growing and celebrating diversity, increasing fairness throughout our organization, and intentionally creating environments where differences are embraced and everyone feels welcome, respected, supported, and valued to fully participate.

USA Swimming and NOCO Swimming Club are committed to a culture of inclusion and opportunity. We strive to create equity by providing resources specific to the needs of our members. In the context of swimming, diversity is the invitation to our sport, inclusion is making sure our sport is welcoming, and equity is ensuring all members have what they need to be successful.

- ***“To develop, guide and support diverse community swim teams by partnering with key organizations across the United States.” –USA Swimming Diversity, Equity, & Inclusion Team***
- USA Swimming’s Community Swim Team Partnership Program aims to provide competitive opportunities and services to outreach athletes, their coaches, and their teams. By forming meaningful partnerships with city departments and LSCs, this program helps facilitate the creation of multi-level swim programs in diverse areas. USA Swimming looks to identify existing competitive swimming teams or leagues that are not USA Swimming to bring them under USA Swimming membership.
- The Community Swim Team Program exposes diverse populations to the sport and gives more kids the opportunity to swim in USA Swimming meets. Parks and recreation teams gain access to USA Swimming’s coach education resources, and the partnership often gains local and state support.
- USA Swimming considers various criteria when deciding to partner with community organizations: diverse athlete and coach populations, available facilities near target members, community support, strong leadership on the ground, the city’s sustainability plan, and more.
- For more information, please contact USA Swimming at communityswimteam@usaswimming.org.

MAAPP

USA Swimming’s and NOCO Swimming Club’s top priority continues to be keeping our athletes safe. No form of abuse, including child sexual abuse, has a place in our sport. As a part of our continued commitment to safeguarding our athletes, USA Swimming has enacted enhancements to our Safe Sport policy requirements.

The Minor Athlete Abuse Prevention Policy (MAAPP) addresses one-on-one interactions, social media, and electronic communications, travel: local and team, locker rooms and changing areas and massages, rubdowns, and athletic training modalities. Every USA Swimming club, Zone, and LSC is required to implement the MAAPP in full.

Please refer to USA Swimming’s full Minor Athlete Abuse Prevention Policy here:

https://www.usaswimming.org/docs/default-source/safe-sportdocuments/maapp_2.0/2021_usaswimming_maapp_2-0.pdf?sfvrsn=75753032

NOCO Group Costs and Equipment

Team Store: www.swimmisports.com

Mind Imprints Sports

Mon-Sat 10:00 am-6:00 pm

Address: 3400 N. Garfield Ave, Loveland, CO

MI Sports is our team gear, suits, and equipment provider. Families can order online or go to the store. All NoCo families receive discounts from 10-25% off on all equipment, team gear, and bathing suits. All equipment needed is shown in our team store.

Team caps are given out by Coaches.

Legal swimsuits at swim meets:

(Girls suits)

- May not tie
- May not cover shoulders/arms, may not go past knees
- Must be one piece
- 12 & under may not wear technical knee suits
- Must appropriately cover bottom and chest area

(Boys suits)

- May wear jammers or brief
- Must not go past the knees
- Must cover butt crack
- 12 & under may not wear technical knee suits

We encourage all swimmers to race in a swimsuit that is 1-2 sizes smaller than their practice suit.

Group	Payable at Registration Includes NOCO Team Registration and the first payment of training fees	Invoiced on 1 st of every month. Charged on the 5th	General Training Schedule through August	Equipment needed beyond swimsuit and goggles
Fundamentals I	\$110 NOCO monthly dues + \$100 team fee + USA registration – Flex(12&under)	\$110.00	Schedule posted online. 3x week, 30 minutes, between 5:30-7:30 pm	Training fins, kickboard
Fundamentals II	\$120 NOCO monthly dues + \$100 team fee + USA registration - premium	\$120.00	Schedule posted online. 4x week, 45 minutes to 1 hour, between 5:30-7:30 pm	Training fins, non-purge snorkel, kickboard
Skills	\$135 NOCO monthly dues + \$100 team fee + USA registration - premium	\$135.00	Schedule posted online. 5-6x week, 1 hour, between 5:30-7:30 pm	Training fins, snorkel, kickboard, Finis band, pull buoy, water bottle, mesh equipment bag to be on deck
ADV Skills	\$155 NOCO monthly dues + \$100 team fee + USA registration - premium	\$155.00	Schedule posted online. 6x week, 1.25-1.5 hours, between 5:30-7:30 pm	Training fins, snorkel, kickboard, Finis band, pull buoy, Stroke marker paddles, water bottle, mesh equipment bag to be on deck
Junior	\$165 NOCO monthly dues + \$100 team fee + USA registration premium	\$165.00	Schedule posted online. 6x week, 2 hours, between 5:30-8:00 pm	Training fins, snorkel, kickboard, Stroke maker paddles, Finis band, pull Buoy, water bottle, mesh equipment bag

Senior	\$185 NOCO monthly dues + \$100 team fee + USA registration premium	\$185.00	Schedule posted online. 6-7 x week, 2 hours, between 5:30-8:00 pm 1-2 days of AM & PM workouts	Training fins, snorkel, kickboard, pull buoy, Finis band, tempo trainer, Stroke maker paddles, water bottle, mesh equipment bag
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Group Placement and Advancement

NoCo Swim Club's team-wide philosophy drives group placement decisions. Swimmers are placed into the developmentally appropriate training group. The coaching staff makes all group placement decisions.

Some of the most important factors that implement group placement include:

- Maturity (chronological age, physiological age, and emotional development)
- Commitment (practice attendance, meet participation, the priority of the sport)
- Training ability, and technique

Racing times are not a primary factor for group placement, although they may be an indirect factor as racing times translate to meet qualification and training needs.

The swimmer's group placement determines a floor, not a ceiling. This means that each group has different standards for membership (the floor), but does not have upper limits of achievement (the ceiling). Group placement does not communicate a coach's belief about a swimmer's potential.

Swimmers are placed in groups that best serve their developmental needs. If swimmers or parents have questions concerning group placement, they are encouraged to speak with their swimmers' primary coach.

Competition

Meet Attendance & Events

- Swimmers attend all recommended meets.
- The coaching staff decides which meets swimmers attend and which events they compete in.
- Swimmers typically attend 1-2 weekend meets per month during short course season(SC), Oct-March

During long course season(LC) April-beginning August 2, 2 meets a month and sometimes back to back weekends, due to the shorter season.

Attending additional and or non team swim meets is not allowed unless approved by Head Coach.

Entering Meets

- Swimmer meet registration commitment is completed by families online through www.nocoswimclub.org or other provided meet registration mediums provided through the club.
- When families are required to register online, they must sign their swimmer up within the registration deadline becoming available (typically 3-4 weeks before the meet). To register for a meet, find the meet under team events on the team website or schedule listed on another medium if provided.
- Coaches will pick swimmers events. Swimmers may ask for specific events at the top of the commitment page. Make sure Save is clicked.
- If unable to attend a meet after entries have been sent to meet, families are still responsible for meet entries fees.

Qualifying Time Standards

- There are specific meets that have qualifying time standards. Swimmers must reach time standards to be eligible to compete in these meets.
- For meets with a minimum qualifying standard, all qualified swimmers are expected to attend.

Championship Meets

- These are the most important meets of the season and are typically the final meets in a season. NoCo Swim Club counts on every qualifying athlete to compete.
- Championship meets have qualifying time standards. Qualifying for championships is a focus for every swimmer on the team.
- All swimmers who qualify are required to attend and to be available for every meet session, including finals and relays.

Racing Suit Team Policy

- Regular Season Meets: Team suit is worn. No technical suits may be worn at in-season meets.
- Championship / Focus Meets:
 Ages 12 & Under: No technical suits are worn. 12 & Under swimmers with sectional level cuts & above may wear a technical suit at those specific meets.
 Ages 13 & Over: Fina-approved tech suits may be worn. The coaching staff determines when swimmers can compete in technical suits.

Please refer to the team website www.nocoswimclub.org for admitting a swimmer to a meet/competition:

- > Team website/front page/event page
- > Committing swimmer
- > Add notes
- > Save

Coaches will have the final say for which events swimmers are entered in. Entry fees per event are determined by the host team. There will be a Pool surcharge fee in tandem with entry fees per swimmer. If relays are offered, fees will be divided among the 4 participants. Once meet entries are turned in, a swimmer will be charged fees, even if they are unable to attend for various reasons.

Swimmers do not need to bring their training equipment to meets unless otherwise told.

Parents are encouraged to sit together and wear NoCo gear to support the team. Some meets require all teams to provide timers. Please take your turn and help volunteer.

All swimmers will sit together in a team area on the pool deck with coaches. Cell phones will be put away during meets.

Please tell/email/communicate with a coach if a situation arises and a Swimmer can't attend a meet.

On Deck, USA Swimming & MeetMobile Apps

If you have a smartphone, the FREE *On Deck and USA Swimming* smartphone app is available in the android store and the iTunes App store.

Meet mobile will cost a couple of dollars.

Some features to note:

Meet Results:

- You can see meet results on Meet Mobile throughout meets.
Meet results automatically get uploaded to our TU site.
- You can use it to see your swimmer's historical meet result times from every USA Swimming meet they have ever swum. And it is updated with new meet results every time you sync your app with the results on our website. Just tap the "sync" button within the app.

Account/Swimmer Management:

- OnDeck syncs directly to our TU site.
Pull the up-to-date swimmer database exactly as we have your swimmers' information in our website database.
- In your account view, you also see all of your kids with their ages and the roster group to which they are assigned. Tap on one of your kids' names, and you'll see a wealth of information -- a full history of all meets swum with instant access to results, plus their best times, with access to results and the ability to compare times to local and national standards.

You can see complete info about this application on Team Unify's Web page.

You will need the team's "alias" to log in (NOCO).

Additionally, another useful for tracking your swimmer's times, meet programs and results is MeetMobile. Although it is not tied into our team database, the majority of meets in which we participate feed data to MeetMobile which includes live updates on swimmer's times for those who are selectively "favorite" in-app. \$10.99 a year

Required Parent Volunteer Hours

The most "successful" swim teams have the most parent participation – and when I define "success" in terms of swimming what I really mean is "fun." When everyone is pulling together everyone is enjoying the experience, enjoying meet days, and enjoying their kids' swimming. When teams have parent participation, and everyone shares the workload, meets run more smoothly, everyone is more relaxed, and everyone enjoys the season more. We're all parents, so we understand the adage, "It takes a village to raise a child." Similarly, "It takes a team of families to run a swim meet."

NoCO Swim Team Parent Volunteers play an integral role in the success of our swim team. You will be expected to meet the minimum volunteer requirements each season (SC Season - October-March/LC Season April-August). No experience is needed for most of the volunteer roles.

Families must complete a minimum of volunteer hours to maintain good standing with the team.

The volunteer hours are as follows:

Junior/Senior - SC Season - 8 hours / LC Season - 5 hours

Adv Skills/Skills - SC Season - 8 hours / LC Season - 5 hours

FunII - No Required Hours

****Multiple Siblings - SC Season - 12 Hours / LC Season - 7 hours**

Please note that volunteer hours listed above are a minimum and to actually staff all meets and ancillary positions we need volunteers every meet, even if you have met your hour requirement.

Many jobs require no experience but only a willingness to help.

These include: meet set-up and tear-down, working at the concession stand, staging swimmers for their events, timers, runners for timesheets, and filling out ribbons. Most jobs during a meet are divided into two shifts.

Announcer (Home) – Announces event/heats-- Reads the names of swimmers in each event along with other public announcements as needed. Also works with Starter/Referee to keep the meet moving quickly and smoothly.

Computer Operator (Home) – Works on the computer using the Meet Manager Software. Before the meet, the computer operator will make any necessary changes and will print timing sheets for timers and heat sheets for coaches, officials, and announcers. During the meet, the computer operator will collect timing and finishing sheets from the runners and will compare to the computer for any major discrepancies. At the end of each event, the computer operator will print the results to give to scorers and labels to give to ribbons. ****Might require some training****

Concessions (Home) – Help with sales and distribution of meals and snacks. Scheduled in 1-hour increments.

End of Meet Snack (Home) – Purchases end of meet treat and hands out to swimmers at exit as meet is wrapping up.

Hospitality (Home) – Provides water and checks on any additional needs for officials, coaches, lifeguards, and timers during the meet.

Runner – Before the meet, takes timing cards from the scoring table to the deck to give to timers. After each race, the runner collects the timing cards from the timers and also the finishing judge slips and returns to the scoring table. One runner does lanes 1-4 and the other runner does lanes 5-8.

Set Up and Tear Down (Home) – THE MORE THE BETTER! This includes: hanging backstroke flags, setting up tables, running cables and setting up touchpads and sound system, etc. Immediately following the meet, volunteers are needed to tear down everything and store in the shed.

Timers (Home and Away) – Uses a stopwatch to record the time for the swimmer in your assigned lane. There are 2 timers per lane (1 from each team). Timers work 1/2 meet and switch after backstroke. There is a brief information meeting before the meet begins.

Swim Official (Home and Away) - THIS POSITION REQUIRES TRAINING. Please inquire if interested in one of these. Our team is currently seeking parents interested in these roles. The more officials we have as a team, the more the roles can be shared throughout the season. Training is simple, but does require attending specific training events and a background check. Additionally, these roles give you the front row seat to see each race. Please e-mail the Board.

Travel Policy

Discipline Policy

It is a violation of NOCO Swim Team policy for a swimmer to do any of the following while on an chaperoned travel trip (a "Travel Trip") or at any other function (including home meets, nontravel away meets, team practices, and official parties and meetings), in each case, irregardless of whether the swimmer is 18 years of age or older (each, a "Violation"): - be present in the hotel room of anyone of the opposite gender (other than the hotel room of the swimmer's parent/guardian) or allowing anyone of the opposite gender (other than an NOCO coach, chaperone, or the swimmer's parent/guardian) to be in the swimmer's hotel room unless in accordance with the guidelines set forth in the Swimmer Code of Conduct, - use or possess, or attempt to purchase, alcohol, tobacco products, controlled substances (other than the swimmer's own prescription medications), or weapons (including guns, knives, and martial arts weapons), - abuse over-the-counter medications, - participate in any illegal activity not specifically covered by another provision of this paragraph, including shoplifting or other theft, vandalism, and use of a fake identification card, - be present in a bar, liquor store, strip club, adult entertainment venue, or any other establishment with a minimum legal admittance age of 18 or above, - participate in any gambling activity, whether in person or electronically (for purposes of this policy, purchasing and redeeming lottery tickets will not be deemed "gambling"), - possess, view, listen to, or attempt to purchase, view, or listen to any pornographic material, including audio materials, hard copies, and electronic materials (e.g., via a cell phone, iPod, computer, or any other similar electronic device), - create, view, or share with or electronically send to others any inappropriate sexual images of the swimmer or of any other person (i.e., "sexting"), - engage in consensual sexual conduct with another person (for purposes of this policy, holding hands, hugging, and kissing will not be deemed "sexual conduct"), - engage in any behavior which would constitute unlawful sexual behavior under the laws of the State of Colorado or of the state in which the behavior occurs, including sexual assault, unlawful sexual contact, indecent exposure, and public indecency ("Unlawful Sexual Behavior").

If a swimmer commits any Violation while on a Travel Trip, the consequences will be as follows:

1.

- A. For the first-time Violation of any type: The swimmer will not be allowed to participate in any Travel Trip for one year from the date of the Violation unless the swimmer travels separately from the rest of the team with an adult chaperone (who cannot be one of the NOCO chaperones for that Travel Trip or a NOCO coach) who will be solely responsible for the swimmer at all times during the Travel Trip? For this policy, "travel separately with" means fly, drive, room (with no other swimmers other than family members), and eat with the adult chaperone. The swimmer will be allowed contact with the team only while at the pool for practices and competition. It is preferable for the swimmer and chaperone to fly on different flights and stay at a different hotel than the rest of the team.

However, if the swimmer is on the same flight(s) and/or staying at the same hotel as the rest of the team, the swimmer will not be allowed contact with any team members during travel or while at the hotel. Any such contact which is deemed by a NOCO coach or chaperone on the trip to be purposeful and willful (as opposed to accidental) may be deemed by the NOCO Board of Directors (the "Board"), at its discretion, a "Violation" under this Policy.

- B. If the swimmer does not have a full year left with NOCO because he or she will be leaving for College during that time period, then in addition to the consequence set forth in a., above, then after the date that the swimmer leaves for college, the swimmer will not be allowed to practice or compete with NOCO during school breaks (e.g., holidays, spring break, summer break) for one year after the date of the Violation.
- C. Within two months after the date of the Violation, the swimmer will provide written and verbal apologies to the Board and the swimmer's parents, to the coaches and chaperone who went on the Travel Trip at which the violation occurred, and to all members (whether they went on that Travel Trip or not) of the swim practice groups that were represented by swimmers on that Travel Trip. The apology is to be given individually by the swimmer (i.e., not a group apology by all swimmers involved in a single incident).
- D. The swimmer will perform not less than 12 community service hours within the four months following the date of the Violation. At the discretion of the swimmer's coach, up to four of those hours may consist of working at a NOCO home meet during the younger swimmers' sessions, so long as such meetings take place within four months of the date of the Violation. The activity to be performed to fulfill all other service hours to NOCO will be set by the Board, at its discretion.
- E. In addition to the above consequences, if the swimmer is caught committing the Violation while still on the Travel Trip, the swimmer's parents/guardians will be called and the swimmer will be held out of the remainder of the meet and sent home immediately at the swimmer's family's expense.
- F. The swimmer and the swimmer's parents/guardians will be notified in writing by a Board member that if there is a second Violation of any type by the swimmer, the swimmer will be permanently expelled from the team.

Failure by the swimmer to comply with any of the consequences set forth in a. - d., above, will be deemed a second Violation (see A.2., below). If, in a single incident, the swimmer commits

two or more Violations (e.g., drinks alcohol while in a room with swimmers of the opposite gender), the consequences set forth in Section A.1 will apply. If a swimmer is found to have committed multiple types of Violations spanning different time frames while on a single Travel Trip, all Violations after the first may be deemed by the Board, at its discretion, a second Violation (see A.2., below).

2.

A. For the second Violation of any type (whether or not of the same type as the first Violation), the swimmer will be permanently expelled from the team.

B. Notwithstanding the consequences for a first Violation set forth in A.1, above, NOCO reserves the right to (1) impose more severe consequences, including immediate and permanent expulsion from the team, for a first violation that is deemed by the Board, at its discretion, to be too serious about being dealt with under this policy (including any Violation which involves Unlawful Sexual Behavior or any other criminal activity), and (2) to not impose any one or more of the consequences set forth in A.1 where the Board determines, using its good faith reasonable judgment, that imposing such consequence(s) may expose the swimmer accused of the Violation and/or other NOCO swimmers to additional mental or physical harm or may interfere with or have other unintended consequences in connection with a police investigation related to the Violation.

C. For a Violation, while at any NOCO function other than a Travel Trip, and for a breach of any NOCO policy other than a Violation, whether on a Travel Trip or at any other NOCO function, appropriate consequences will be decided upon by the swimmer's coach and/or the Board; provided, however, that any such Violation which involves Unlawful Sexual Behavior or any other criminal activity will be decided upon by the Board.

Community Resources

SWIMMING NEWS FOR COVID

Club teams are required to follow all local, state, and federal health guidelines for all workplaces, practices, and competitions.

USA SWIMMING CORONAVIRUS (COVID-19) RESOURCES

We continue to stress the importance of preventing the spread of infection and share the following information being circulated by healthcare officials:

1. Avoid getting closer than six feet to anyone coughing or sneezing
2. Wash your hands frequently with soap and water for 20 seconds or use a hand sanitizer that has 60-95% alcohol. This is especially important after going to the bathroom, before eating, or after blowing your nose, coughing, or sneezing
3. Avoid touching your eyes, nose, and mouth
4. Cover your mouth with a tissue or your elbow if you cough or sneeze. Throw the tissue in the trash, and then wash your hands
5. Stay home if you are sick, and away from the pool and fellow team members
6. Clean and disinfect frequently touched surfaces regularly
7. Monitor the WHO and CDC websites for travel advisories and follow their recommendations

Questions or personal concerns regarding Coronavirus (COVID-19) should be directed to your local healthcare provider. This remains a dynamic situation and we will update our decisions and recommendations as necessary

Nutrition Hydration & Recovery

Many swimmers ask what they should be eating throughout training periods, on the day of a meet, or the night before to swim fast. By then, it's too late. Eating healthy for optimum performance doesn't begin the day of the meet or the night before. It's a healthy lifestyle and everyday training commitment.

Swimmers must adopt a solid nutrition foundation during training to improve their energy systems, strength, and power. There are four key nutrient groups to focus on ensuring effective fueling for and recovering between – practices and conditioning sessions:

- Carbohydrates
- Proteins
- Fluids
- Iron-rich foods

PRACTICAL STRATEGIES FOR CONSUMING CARBOHYDRATES

Meals: include carbohydrates from each category at every meal:

- Starches: 100 percent whole-grain bread products, brown rice or wild rice, potatoes and sweet potatoes, whole-grain pasta, beans, oatmeal, whole-grain cereals
- Fruits: Melons, berries, tropical fruits, apples, pears, fruit cups in 100 percent juice, dried fruit, applesauce, 100 percent fruit juice
- Dairy and dairy alternatives: low-fat milk, soy milk, flavored almond milk, yogurt

Snacks:

Focus on convenient items that sit well in your stomach during practice: granola bars, whole-grain crackers, fruit, pressed fruit products, dried fruit, yogurt, milk, sports bars, sports drinks, sports chews

PRACTICAL STRATEGIES TO PREVENT DEHYDRATION

- Start drinking water as soon as you wake up.
- Carry a bottle around with you throughout the day.
- Drink multiple glasses at meals.
- Have a bottle easily accessible on the deck and sip between sets.
- Rely on sports drinks during high-intensity practices.
- Replace electrolytes lost through sweat by salting your food at meals.
- Monitor your urine color and volume.

PRACTICAL STRATEGIES TO INCREASE IRON STORES

Incorporate iron-rich foods into your meals:

- Heme: sirloin steak, lean ground beef, pork chops, pork tenderloin, skinless chicken thighs, chicken breasts, fish, shellfish
- Non-heme: iron-fortified cereals, enriched rice, eggs, beans, pumpkin seeds, spinach, tofu

Enhance your absorption of iron:

- Eat heme and non-heme sources together
- Pair iron-rich foods with foods high in vitamin C (citrus, peppers, tomatoes)

Avoid blocked absorption:

- Avoid drinking coffee and tea at meals containing high-iron foods
- Space out intake of dairy foods and leafy green vegetables from iron-rich foods

Cook in a cast-iron skillet to increase iron in foods

Consider iron supplementation ONLY AFTER consulting with a dietitian or physician

FUELING FOR COMPETITION

For fueling strategies and plans before and during competition, please refer to the USOPC guide/cheat sheet:

<https://www.usaswimming.org/docs/default-source/camps/national-select-camp/fueling-for-comp-factsheet-2020-final.pdf>

SPORTS NUTRITION AND RECOVERY OVERVIEW

For guidelines and key considerations for recovery nutrition, please refer to the United States Olympic Committee Sports nutrition cheat sheet here:

<https://www.usaswimming.org/docs/default-source/camps/zone-select-camp/szsc-presentations/1-usoc-recovery-nutrition.pdf>

Or refer here:

<https://www.usaswimming.org/docs/default-source/camps/national-select-camp/recovery-factsheet-2020-final.pdf>

ATHLETES PLATE

Athletes plate moderate day handout:

<https://www.usaswimming.org/docs/default-source/camps/zone-select-camp/czsc-presentations/athlete-plates-moderate-day-handout.pdf>

Athletes plate hard day handout:

<https://www.usaswimming.org/docs/default-source/camps/zone-select-camp/czsc-presentations/athlete-plates-moderate-day-handout.pdf>

Athletes plate easy day handout:

<https://www.usaswimming.org/docs/default-source/camps/zone-select-camp/czsc-presentations/athlete-plates-easy-day-handout.pdf>

FAQ

Fall/Winter Season: Short Course - mid-September-March

Summer season: Long Course - April - Aug

- Swimmer Evaluations for new members - email nocoswimclub@gmail.com to set a date

Who We Are:

Northern Colorado Swim Club (NOCO) is a competitive swimming club that envisions offering a variety of programs for virtually all levels of swimming.

Where We Are:

Workouts during the Fall and Winter seasons are primarily conducted at Greeley Rec Center in Greeley, CO.

Workouts during the summer are primarily conducted at Centennial Pool.

The Training Groups:

There are currently 6 different training groups that NOCO offers. Swimmers are placed into groups by the coaching staff based on ability, motivation, and mental maturity. Please keep in mind that the NOCO Coaching Staff will make the final determination regarding the appropriate training group for any swimmer. There are no automatic promotions because of reaching a certain age or grade in school.

The groups are as follows:

1. Fundamentals I - (approx. 6-8-year-olds) – This is NOCO's entry-level group. Swimmers must be able to complete the length of the pool (25 yards) of a legal freestyle and backstroke. There are three (3) workouts offered each week, for 30 minutes each.
2. Fundamentals II- (approx. 7-10 y) The Fundamental II swimmers have slightly more experience than Fundamentals I. Training sessions are 4 days a week for 45 minutes each. The focus is completely on refining competitive techniques.
3. Skills – (approx. 9-13 y) Skill swimmers have prior competitive experience and although the technique is still the main focus, Skills swimmers are introduced to various forms of training which are designed to improve endurance and strength. Six workouts, for 1 hour, are offered for this training group.
4. Advanced skills - (approx. 10-16y) ADV skills have prior competitive experience, technique is still the main focus. ADV Skills swimmers focus on mastering IM and 100s of all strokes. Training is designed to improve endurance and strength. Six workouts, for 1.5-2 hours, are offered for this training group.

5. Junior – (approx. 13-16 y) Junior swimmers are relatively seasoned competitive athletes. This group demands a relatively high level of dedication. The focus in this group shifts to training as opposed to technique. Before entering this group, swimmers MUST have mastered all basic techniques and be willing to submit to a regimented program. Six (6) workouts are offered per week from 2 hrs. Swimmers in this group are expected to compete in swim meets regularly.

6. Senior – (approx 13 years and older)- Being of high school age does not automatically entitle a swimmer to be in the Senior group. 80% attendance is required. Ability, attitude, and attendance are key factors in participating in the Senior group. Consistent attendance is mandatory in the Senior group. Athletes entering the Senior group must display a strong desire to perform at the highest level they are capable of. Training is geared towards individual talents, although a strong aerobic endurance factor is present. Athletes in the Senior group are directed toward making their Sectional Time Standards. 6-7 workouts are offered for 2-2.5 hours

Team Registration: www.nocoswimclub.org

Click on registration link as a new family or a returning family.

TU will walk you thru all the steps

Registration Fee Payment:

At the end of the online registration, you will pay NOCO by credit card. Once you complete the registration process your spot is reserved, but not approved until payment is received.

Team Registration Process:

Please make sure all the information you enter is accurate. Common errors that cause problems:

- Mistakes on birthdates – everything in USA Swimming centers around an athlete's ID number which includes their birthdate. An incorrect birthdate creates many problems.
- Typing everything in lowercase or uppercase letters such as names and addresses. The system does not automatically correct these errors.
- Not verifying your emails or entering a validated cell number to receive emergency text messages.
- Please make sure you allow emails from the NOCO email address since many email providers will send mass emails to junk mail.
- Not reading the policies and waivers provided during the registration process. Approving registrations is not an automatic process. It requires an administrator to log in and approve them one at a time. It may take several days to be approved. Remember, payment must be received for approval. Questions Regarding your Invoices/Payments All questions regarding your account must be made to the NOCO office (nocoswimclub@gmail.com). All invoices are created by the TU and sent out on 1st of every month. Charges process on the 5th.

USA Registration

Families must register and pay fees directly to USA Swimming.

All families must create a log in and password with usaswimming.org.

USA registration is good thru 12/31/25. It is a one time fee.

For returning USA registered swimmers, parents click existing family member.

For new families registering for the first time, after creating account log in. You select new.

All NoCo Swim Club active accounts will be sent a registration link that allows you to create a swimmer profile for your children and pay the yearly fee.

If money is not collected by USA swimming, your swimmer is not registered.

All swimmers must be registered to be allowed to compete in meets.

Flex Membership valid for FUN 1 & 2

12 and younger

Only allowed to participate in 3 season meets.

Can be upgraded at anytime to a Premium membership, so they can do additional meets.

Premium Membership valid for all groups(Fun 2, Skills, ADV Skills, Junior, Senior)

The majority of the team

Outreach Membership - financial assistance

Copies of free and reduced lunch forms are needed

Must contact Registration administrator directly by email to receive this link

Currently Head Coach Maria Strait maria.strait@gmail.com

Board Positions and meetings

Board meetings are held every 2nd Monday of the month.

All board meetings are open to all members.

Please contact..... To receive the Zoom link

If interested in a Board position, members must be in good standing with NoCo Swim Club.

Families must remain with the team year round from mid Sept. thru 1st week of August.

President - 2 Year minimum

Vice President - 2 Year minimum

Secretary - 2 Year minimum

Treasurer - 2 Year minimum

Member at Large - 2 Year minimum

April 1st - Term position(s) open

Voted on in May - Position starts in September

4 consecutive years (2-year gap, then they can return)

Team Expectations

- Being on time for practice means arriving 5 minutes before the starting time
- be proud to represent your swim club, school team, family, and self
- have bathing suit on, equipment and water bottle ready to start
- be prepared every day with suit, goggles, cap, water bottle, dry land gear
Including tennis shoes
- be respectful in and out of the water
- be respectful of Coaches
- acknowledge Coaches and teammates when being spoken to
- use appropriate language in and around pool area
- display good sportsmanship at all times
- work hard on getting on a consistent schedule with practices, completing homework, going to bed
- display good qualities of a student athlete
- wear NoCo team gear to all meets and team related activities
- a positive attitude that's willing to make effort to improve
- participate in team activities
- greet team mates in and out of water
- lead by example, someone is always watching
- look ahead on schedule conflicts
- take responsibility for your body; eat 3x good meals, pack snacks, hydrate, 6-8 hours sleep, stretching, learn to nap(when opportunity presents itself)
- remember if you don't have anything nice/positive to say then DON'T say it

Fundraising is a must for a non-profit 501c3 swim team.

There are many opportunities and we are always looking for additional ideas and suggestions.

NoCo Swim Club is in need of raising enough money to offer a full time salary.

Needs; helping pay \$35K in pool rent, 8 lane timing harness for running meets, team laptop and printer, 6 officials' headsets, additional dryland equipment, in water filming equipment, etc.

- Running 3-4 swim meets a year
- King Sooper cards
- Swim a thon 1x a year - Goal is \$15K (this amount can change from year to year)
Minimum \$100 per kid - 3 or more - \$200 max per family
There are incentives for the swimmers to help raise money;
Team logo towels, team embroidered mesh equipment bags, MI Sports gift cards, pizza party for Group that raises the most, etc

Look for additional information on all areas of the team handbook and By-laws on

www.nocoswimclub.org

MINOR (CHILD) PHOTO RELEASE FORM

I, _____, the parent or legal guardian of
_____ [Child] grant _____ [Party
Receiving Permission] my permission to use the photographs described as
_____ [Describe Photographs] for any legal use, including
but not limited to: publicity, copyright purposes, illustration, advertising, and web content.

Furthermore, I understand that no royalty, fee or other compensation shall become payable to
me by reason of such use.

Parent/Guardian's Signature: _____ Date _____

Parent/Guardian's Name:----- _____

Child's Name: _____

Phone Number: _____