

11.1 – Class I Objectional Behavior, Investigation, Action Plan

For the orderly operation of the swim team, the following rules, regulations and procedures have been established. These procedures will aid in identifying behavior that the WSL finds objectionable and sets forth a process for addressing an alleged occurrence of such behavior. These procedures shall apply to all objectionable behavior occurring during or at an activity or function that is associated with the WSL, including but not limited to swim practices, swim meets, team trips, team outings, or individual group activities, and shall also apply to objectionable behavior by members and athletes occurring outside of WSL activities.

A. Class I Objectionable Behavior

1. Unacceptable Behavior: Class I Objectionable Behavior shall consist of behavior that is considered disruptive; has a detrimental effect on one's self, other swimmers, parents, coaches, officials, or the general public; constitutes a significant violation of WSL's code of conduct or other team rules or policies; causes significant damage to the reputation of WSL and/or its coaches; and/or causes physical or emotional injury to other persons. This behavior includes but is not limited to:
 - a. Sale, distribution, possession or use of drugs, other than those prescribed by a physician or properly used over the-counter medications;
 - b. Sale, distribution, possession or use of alcohol or tobacco;
 - c. Theft of property;
 - d. Significant vandalism;
 - e. Fighting (regardless whether at a WSL activity or not);
 - f. Use of verbal or physical aggression including taunting, harassment and name calling with the intention of hurting another person emotionally or physically; and
 - g. Repeated violations of Class II Objectionable Behavior.

B. Class I Investigation Procedure

1. A claim will be investigated thoroughly by a designee of the Board of Directors, involving only the necessary parties. Confidentiality will be

strictly maintained. The investigation will include a meeting with the member or athlete alleged to have engaged in the objectionable behavior, sharing with that member or athlete the nature of the allegations and when appropriate the name of the person bringing the allegations.

2. After investigation, the Board of Directors shall deliver a notice of hearing to the member or athlete, and to the parents or guardian of a minor member or athlete, in person or by certified mail.
3. A hearing shall be conducted before a quorum of the Board of Directors with the parent/guardian, member or athlete being given the opportunity to be present. The facts shall be presented by a designee of the Board of Directors, and the applicable head coach shall be present. The parent/guardian, member and/or athlete shall be given a reasonable amount of time to present arguments.
4. After the hearing, if the Board of Directors determines that disciplinary action is warranted, the Board of Directors shall use its best judgment to impose a reasonable level of discipline in consideration of the relevant facts and circumstances.
5. The Board of Directors' decision shall be delivered to the parent/guardian, member and/or athlete within one week of the hearing in person or by certified mail. The decision of the Board of Directors shall be final and binding.

C. Recommended Actions

1. 1st Offense - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership, termination of all rights to use the aquatic facility for swim team purposes, suspension* from the applicable team for a period up to thirty (30) days of the athlete's season (these days may extend into the next season, if needed) or a written behavioral plan.
2. 2nd Offense - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership, termination of all rights to use the aquatic facility for swim team purposes or suspension* from the applicable team for a period up to sixty (60) days of the

athlete's season (these days may extend into the next season, if needed).

3. 3rd Offense - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership or termination of all rights to use the aquatic facility for swim team purposes.

*Terms of suspension shall be spelled out by the Board of Directors, and may prohibit an athlete from participation in practices or meets, being on deck or participation in other team activities. The terms of suspension must be adhered to by the member and/or athlete, and the parents or guardian of a minor member or athlete, in order for reinstatement by the Board of Directors at the end of the suspension period. All dues and fees accruing during the suspension period shall, if so determined by the Board of Directors, be due in full from the member or athlete. If any dues or fees are unpaid, the member or athlete shall not be reinstated until such time as all fees and/or dues are paid in full.