

# EUROPEAN FORCES SWIM LEAGUE

## BYLAWS

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# Article 101: GOVERNANCE

## 101.1 Name

The name of this league will be the "European Forces Swim League", hereafter known as the "EFSL."

## 101.2 Purpose

Each team participating in the EFSL is responsible for promoting competitive swimming with emphasis on fairness and sportsmanship at all times.

## 101.3 EFSL Governance

### .1 EFSL League Council

- .A The broad governing body of the EFSL shall be referred to as the League Council.
- .B The League Council shall be composed of the presidents of each EFSL team and the members of the Executive Board.
- .C Should governing authority cease to exist due to vacancies or unforeseen circumstances, no action subsequently taken shall be binding upon this league until a new League Council, duly authorized, is established.

### .2 EFSL Executive Board

- .A The daily operations of the EFSL shall be carried out by the Executive Board.
- .B Each member of the Executive Board will have one vote.
- .C The EFSL President shall cast the deciding vote in the event of a tie.
- .D Actions taken by the Executive Board will be made public to the League Council through the publication of Executive Board minutes and annual reports given at the League Council meetings.

## 101.4 EFSL Executive Board Officers

### .1 EFSL President

- .A The EFSL President will be elected by written or electronic mail vote before the spring EFSL League Council meeting. Nominations may be received from any team or directly from a current individual EFSL member (self-nomination). Each of the current teams of the EFSL shall have one vote in the election of the EFSL President for a term of 2 years with the possibility of re-election for a second term.
- .B The EFSL President shall be responsible for all administrative, fiscal, and legal matters.
- .C The President will organize at least two (2) EFSL League Council meetings each year with at least one (1) in conjunction with a league-wide event, if possible.
- .D The President must have SOFA Status and be eligible to be a signatory on bank accounts at the EFSL's official bank account.

### .2 EFSL Vice-President

- .A The EFSL Vice-President shall be elected by written or electronic mail vote before the Spring EFSL League Council meeting. Nominations may be received from any team or directly from a current individual EFSL member (self-nomination). The League Council elects the EFSL Vice President for a term of 1 year with the possibility of re-election.
- .B The Vice President is charged with enforcing private organization rules; managing daily operations of the league, including but not limited to managing membership issues and overseeing coaching and officials credentialing done by the League Head Official and League Coach; and for adjudicating the powers of the Championship Meet Officers.
- .C The Vice-President will perform all of the President's duties in the event of his/her absence.

### .3 EFSL Secretary

- .A The EFSL Secretary shall be appointed by the league President and confirmed by the League Council and shall be responsible for recording the minutes of any official league meeting, maintaining and reviewing league documents, and coordinating with the Private Organization office for biannual renewal of the EFSL in accordance with Air Force Instruction 34-223. The Secretary

must have SOFA Status and be eligible to be a signatory on bank accounts at the EFSL's official bank account.

- .B The Secretary shall execute authority and delegate responsibility, as they deem necessary.
- .C The Secretary is responsible for creating and maintaining the roster of Executive Board and League Council members and for sharing this information with all EFSL member teams.
- .D The Secretary shall disseminate information received from the hosting teams for the Long Distance and Short Distance Championship meets as well as the various training clinics, and League Council meetings held throughout the season.
- .E The Secretary is responsible for fostering Executive Board and interleague communication through selected channels such as the league website, email, and social media pages that are available to all League Council members.

#### .4 EFSL Treasurer

- .A The EFSL Treasurer shall be appointed by the league President and confirmed by the League Council, and is responsible for ensuring all financial records, reports, debts, and requirements are maintained, submitted, and resolved in accordance with current regulations. The Treasurer must have SOFA Status and be eligible to be a custodian of bank accounts at the EFSL's official bank account.
- .B If there are no volunteers, the team from the base on which the EFSL is registered as a private organization shall provide an individual to perform these duties. The Treasurer shall execute authority and delegate responsibility as they deem necessary.
- .C The Treasurer works closely with the Secretary, and is responsible for the ordering, tracking, and payment for seasonal and championship ribbons and mementos.
- .D In the event that hosting teams choose to coordinate the design and ordering of these items, the individual will work in conjunction with the Treasurer to ensure costs are appropriately managed.
- .E At the end of the season, the Treasurer works with the Secretary to inventory excess ribbons from each team and order sufficient quantities for the upcoming season.

- .F The Treasurer orders awards and trophies for league-sponsored events.
- .G The Treasurer prepares and submits invoices to EFSL team presidents and treasurers for annual team and swimmer fees, Long Distance Championship splash fees, Short Distance Championship splash fees, and other league fees. Annual fees are invoiced upon submission of team rosters. Splash fee invoices will be sent following finalization of championship seeding. The expectation is that invoices will be paid within 30 days of receipt.
- .H The Treasurer is responsible for submitting payment for invoices for insurance, pool rentals, and pertinent fees and costs associated with Long Distance and Short Distance Championships. These invoices are coordinated with the hosting team.
- .I The Treasurer maintains financial records and reconciliations on all income and expense accounts. These include monthly U.S. Dollar and Euro accounts through Community Bank, a simple Excel register, and monthly reports in accordance with Air Force Instruction (34-223) Private Organizations Program, and financial software programs as desired.
- .J Quarterly financial reports and annual financial reports are submitted electronically to the Private Organizations office.
- .K The Treasurer provides a full financial report to the League Council annually and updates as requested.

## **.5 EFSL Statistician**

- .A The EFSL Statistician shall be appointed by the league President and confirmed by the League Council.
- .B The Statistician shall keep all relevant statistics and shall maintain up-to-date league standings and records.
- .C The Statistician shall appoint one (1) divisional Head Statistician for each division.
- .D The Statistician will identify all swimmers who break EFSL records and coordinate the ordering of Record Breaker patches with the Treasurer.
- .E The Statistician shall evaluate swimming software products, and verify that the EFSL is up-to-date on the necessary software.
- .F The Statistician shall organize annual training clinics for team statisticians. If a team cannot attend a scheduled clinic and the need for an additional clinic arises, the team shall reimburse the additional expenses to the EFSL.

- .G The Statistician shall receive and process all entries for Championship meets, validating times and swimmer eligibility. The Statistician shall prepare all meet-related files for both Short and Long Distance Championships and oversee all operations of the timing system, entries, and results for those meets.

## .6 EFSL League Coach

- .A The League Coach shall be appointed by the EFSL President and confirmed by the League Council before the annual meeting for a one-year term with the possibility of re-appointment and confirmation.
- .B The EFSL League Coach shall evaluate and recommend common training standards to be used within the league and shall coordinate/conduct the annual coaches' clinic(s).
- .C The EFSL League Coach provides at least one (1) clinic for coaches. The date of this clinic shall not interfere with the officials' clinic.
- .D The League Head Coach will receive and maintain certification records from each team of their coaches, to include completed background checks and SafeSport training. The League Head Coach will ensure background checks meet designated criteria (Annex 1). In the absence of a League Coach, the League Secretary shall maintain the certifications.

## .7 EFSL Head Official

- .A The Head Official shall be elected prior to the EFSL League Council annual spring meeting via direct or email vote. Nominations may be received from any team or directly from a current individual EFSL member, including self-nomination. Each of the current teams of the EFSL shall have one vote in the election of the EFSL Head Official for a two-year term with the possibility of re-election.
- .B The EFSL Head Official will appoint one (1) divisional Head Official for each division.
- .C The Head Official shall develop, standardize, disseminate, and evaluate officials' training to be used within the EFSL to ensure that a common standard is maintained throughout the league, to include administration and review of officials' certification tests.
- .D The Head Official, with the aid of the Division Head Officials, shall coordinate annual officials' clinics to be administered by EFSL-certified referees.

- .E The Head Official will maintain a current list of accredited EFSL officials and their levels of certification and shall coordinate officials for EFSL championship meets.
- .F The Head Official has the authority to make decisions in case of disputes over technical issues.

## **.8 EFSL Championship Meet Officers**

- .A The Short Distance Championships (SDC) host team shall appoint an individual to act as EFSL SDC Officer. This appointment must be confirmed by the League Council.
- .B The Short Distance Championships Officer shall be responsible for planning and managing the Short Distance Championship Meet and shall act as a liaison between the EFSL board and the SDC host team.
- .C The SDC Officer term of one year shall start on March 1 or as soon as a candidate is available after that date.
- .D The Long Distance Championship (LDC) host team shall appoint an individual to act as LDC Officer. This appointment must be confirmed by the League Council.
- .E The Long Distance Championships shall be responsible for planning and managing the Long Distance Championship Meet and shall act as a liaison between the EFSL board and the LDC host team.
- .F The LDC Officer term of one year shall start on December 1 or as soon as a candidate is available after that date.
- .G Championship Meet Officers' powers shall be limited to Executive Board business related to the championship meets, as determined by the Vice President.

## **.9 Composition of the Executive Board**

- .A No more than one member of a household can hold an Executive Board position at any one time, no more than two members of any one EFSL team can hold Executive Board positions at any one time, and no more than one member of any one EFSL team can hold elected Executive Board positions at only one time, unless the League Council approves a waiver due to candidate availability/suitability.



- .B Reasonable efforts should be made to recruit and appoint Executive Board members so that the diversity of the league is represented and if possible have at least one Executive Board member from each Division.

## **.10 Additional Officers and Executive Board Vacancies**

- .C Additional Executive Board offices may be created and filled at any time by the League Council as needed.
- .D In the event of one or more vacancies on the Executive Board, the Executive Board shall continue to operate but at no time may comprise less than four people.
- .E If a position is vacant, the remaining members of the Executive Board, as assigned by the President, will cover the duties assigned to the vacant office.

## **101.5 Conduct of League Council Meetings**

### **.1 Quorum**

- .A A quorum must be present before any act or decision by the League Council is binding and official. However, the league President may elect to conduct league business via electronic means and conduct a vote, if necessary, via electronic mail. A quorum is not required when conducting an electronic mail vote.
- .B A quorum shall exist when a minimum of two thirds ( $\frac{2}{3}$ ) of the teams in the league are represented (either in person or via electronic means). Each team shall have a single vote (§101.3.1).

### **.2 Review Period for Proposals**

- .A A review period of a minimum of fourteen (14) days is required for any proposal requiring a vote prior to the convening of a meeting of the League Council. Agenda items and proposals shall be published at or prior to this time.
- .B Teams may submit an item for the agenda, subject to the fourteen (14) day notice requirement for proposals requiring a vote.
- .C The fourteen (14) day minimum review period is also required when conducting business via the internet/electronic mail to allow teams to review/discuss proposals.

- .D Proposals which have not been published for at least fourteen (14) days may be voted upon, in person or electronically. However, any results of such a vote shall be considered tentative and non-binding until fourteen (14) days from the date the proposal was published. If a team wishes to change their vote during that time, it shall inform the EFSL President in writing.

### .3 Voting

- .A League Council voting shall be supervised and tallied, and results published, by the Executive Board.
- .B Each team president will represent their team with one vote when present at league meetings. The singular vote of each team shall remain with the same person for the entire meeting.
- .C Each Executive Board member will also have one vote at league meetings. No individual team may have more than three votes (Team + Executive Board) at any time.
- .D In the event of a tie, the EFSL President shall cast the deciding vote.
- .E The usual method for taking a vote at the League Council meeting will be by show of hands.
- .F Electronic mail voting is allowed. When voting electronically, each team president and Executive Board member shall be given the opportunity to vote. In the event of an electronic mail vote, the following procedure applies:
  - a. The question to be voted upon must be formulated in a way that the choices are a clear "YES" or "NO".
  - b. Of the electronic votes cast, a simple majority (51%) is required for a proposal to pass.
- .G Any proposal passed by the League Council which changes the Constitution, Bylaws, or Meet Annex must remain in effect for two (2) years before it can be revoked or revised.

## 101.6 EFSL Committees

### .1 Types of Committees

League committees shall be either permanent or temporary. The permanent committees shall be known as "standing", all others as "temporary".

## .2 Temporary Committees

Temporary committees and chairpersons may be selected and appointed by the Executive Board or League Council as the need arises without prior consultation or approval of the EFSL President.

## .3 Standing Committees

- .A EFSL Standing Committees include the Technical Committee and Officiating Committee.
- .B Standing committee chairpersons may choose to create sub-committees and may appoint sub-committee members without any additional process or approval.

## .4 Technical Committee

- .A The Technical Committee shall be led by the EFSL Statistician, EFSL Head Official, and EFSL League Coach, who shall have one vote each.
- .B Committee members shall include one technical representative (statistician, official, or coach) from each team, also with one vote each.
- .C If a committee member is unable to attend a Technical Committee meeting, a replacement may be sent with the prior approval of the EFSL President.
- .D Each team president may also attend Technical Committee meetings as an observer. Unless that individual is also their team's technical representative, they cannot contribute to the direct discussion.
- .E The EFSL Executive Board may invite other technical experts from within or outside of the EFSL at their discretion; however, only committee members may vote.
- .F The Technical Committee shall meet at least once per season, no later than the same weekend as the annual spring League Council meeting, to discuss and vote on technical issues for the EFSL. This meeting can be in-person or via electronic means.
- .G A quorum shall exist when a minimum of two thirds ( $\frac{2}{3}$ ) of the teams in the league and at least two (2) of the three (3) divisions are represented (either in person or via electronic means). Any votes taken when a quorum is established shall be binding to the entire league.
- .H Any proposal passed by the Technical Committee must remain in effect for two (2) years before it can be revoked or revised.

## **.5 Officiating Committee**

- .A The Officiating Committee shall be led by the EFSL Head Official. The head officials for each division shall be members of the committee.
- .B The Officiating Committee shall meet as needed to discuss, standardize, and vote on officiating issues for the EFSL.

## **101.7 Impeachment, Change or Removal of Executive Board Officers**

- .1 Impeachment or removal of any appointed or elected EFSL Executive Board officer requires the two-thirds ( $\frac{2}{3}$ ) decision of voting members of the League Council.
- .2 A request for impeachment or removal must be made in writing to the entire League Council.
- .3 Any appointed or elected office vacated by reason of resignation, impeachment, removal, death, or lack of enthusiasm shall be filled immediately by the League Council or EFSL President in accordance with the procedures found in this document for electing and appointing Executive Board officers.

## **101.8 Amendments to these Bylaws**

- .1 These Bylaws and its annexes are reviewed and/or updated biannually in accordance with current Air Force Instructions governing Private Organizations.
- .2 These Bylaws may be amended or repealed in accordance with the rules of notice contained in this document (§101.5.2).
- .3 If any proposed amendment does not meet the notice requirements, each team shall have a minimum of fourteen (14) days to make written objections to any amendment adopted. All such objections shall be distributed by the EFSL President prior to the finalization of any vote amending the Bylaws.
- .4 Once approved, the updated Bylaws will be submitted to the governing Private Organization office for review and approval.

# Article 102: MEMBERSHIP CRITERIA & RESPONSIBILITIES

## 102.1 General Membership Information

- .1 The intent of the EFSL is to provide a structured forum for competitive swimming for the children of military personnel and government employees living and working outside their home country, while encouraging interaction with host nation families.
- .2 Military forces, government employees, and non-international schools of the host country may not sponsor an EFSL team.
- .3 It is the EFSL's specific intent to include swimmers from diplomatic missions and historically-affiliated teams; however, all teams and individuals must meet current eligibility criteria.

## 102.2 EFSL Teams

- .1 Teams must be sanctioned by one of the following:
  - .A a component of a military force serving outside their home country (hereafter referred to as the guest country), as approved by the local commander
  - .B a combined military headquarters
  - .C the embassy from a guest country
  - .D an internationally-oriented school that contains students of military or government service persons living and employed outside of their home country, or which is historically affiliated with the EFSL.
- .2 Teams must pay all EFSL dues and fees within 30 days of receipt of invoice.
- .3 Teams shall provide an inventory of their ribbons and medals in stock at the end of the swimming season and submit said inventory to the EFSL Secretary no later than the League Council meeting.
- .4 Teams should submit their proposed hosting calendar to the EFSL Statistician or Secretary no later than the League Council meeting.
- .5 Teams are required to provide representation at all meetings of the League Council.
- .6 Teams should attend their Divisional Championship meet and EFSL Long Distance and Short Distance Championships.

- .7 Teams must participate fully (attend and host) in the league's regular meet schedule unless granted a waiver by the Executive Board.
- .8 Some teams in the EFSL may be granted a "Geographic Waiver" for regular season meets due to the fact that their location is remote and travel to meets is very difficult/expensive for the families of the swimmers. Some requirements can be modified with exceptions for teams with "Geographic Waivers". Geographic waivers must be approved by the League Council annually, even if a team has been granted a waiver in previous years. Requests should be submitted to the EFSL Board at least 14 days before the spring League Council meeting.

- .A Automatic Geographical Waivers

- a. Geographical waivers are automatically issued to teams who do not have an EFSL team within 400 km of their location hosting meets AND do not have two EFSL teams within 600 km of their location hosting meets, or when travel requires leaving an island.
  - b. Teams should still attempt to compete in at least 5 meets (not including Long Distance Championships), including one in each division, as a team, in order for any of their rostered swimmers to attend Short Distance Championships.
  - c. Individual swimmers on those teams must attend at least 3 of those meets as an individual to be eligible for Short Distance Championships (not including Long Distance Championship).
  - d. Teams that do not automatically qualify for a waiver due to geographic distance may still submit a request annually to be considered for a geographical waiver based upon other circumstances (travel difficulties, lack of transportation options such as train routes or direct flights or high costs of travel). The same criteria will apply to unattached swimmers.
- .9 Teams must not swim within two leagues (e.g. Dutch National and EFSL) at the same time.

### 102.3 EFSL Provisional Teams

- .1 A new team may be accepted on a provisional basis, subject to annual review by the Executive Board and the League Council.
- .2 Teams granted Provisional status:

- .A Must pay 75% of all EFSL dues
- .B Must provide representation at all meetings of the League Council (provisional teams are entitled to a vote)
- .C Must participate in a minimum of 3 scheduled regular season EFSL meets
- .D Should attend their Divisional Championship meet and the EFSL Long Distance and Short Distance Championships
- .E May be voted in as a permanent member of the EFSL by the League Council after two (2) years on provisional status.

## 102.4 EFSL Individual Membership

- .1 EFSL Membership is open to parents and guardians of amateur swimmers that meet the following requirements:
  - .A Between the ages of 6 and 19, to include age 19.
  - .B Must be one of the following:
    - a. Dependents of military persons living and working outside of their home country.
    - b. Dependents of government employees who are living and assigned to positions outside of their home country;
    - c. Dependents of persons employed by the military or the government organization sponsoring the team and not a resident of the host nation (This includes children of government contractors).
    - d. Dependents attending a Department of Defense, Department of National Defense, or a recognized equivalent school which is sponsored by a guest country.
    - e. Dependents of persons assigned in NATO positions including those of the host nation.
    - f. Dependents attending a school that is historically affiliated with the EFSL or a member team, including children that are residents of the host nation, as long as they meet the EFSL and individual team membership requirements.
    - g. Children of host nation families can be participants, on a limited basis, to provide swimmers in the same community the opportunity to





completed their adult membership registration, paid league dues for each swimmer through their team or directly to the league for unattached swimmers. For coaches, this includes submission of required background checks and youth protection training as required in §102.6 and Appendix 1.

- .A **Full Membership** is available to all parents (or guardians) of registered EFSL swimmers, as well as volunteer and paid adult coaches or officials who serve on a board position or any committees. They must read and acknowledge the Constitution and Bylaws (including the Code of Conduct) and are subject to those documents, including joint and several liability for any organizational debt in accordance with AFI 34-223.
  - .B **Associate Membership** is available to volunteer and paid non-parent coaches and officials who serve in support roles to teams. Associate members are not eligible to hold board positions, vote, or sit on any committees. They must read and acknowledge the Constitution and Bylaws (including the Code of Conduct) and they are subject to those documents but are exempt from joint liability for any organizational debts.
- .9 Members are represented on the League Council by their Team Presidents. Full Members are eligible to serve on the League Council or League Executive Board or League Committees as defined in §101.6.
- .10 The Executive Board, with the League Council's consent, may revoke membership with just cause from any Full or Associate member for violation of the Code of Conduct.

## 102.5 Unattached Swimmers

- .1 This category is intended to support swimmers who would otherwise qualify to swim in the EFSL but are not living in a community served by an EFSL team. This membership category gives parents and guardians of amateur swimmers the ability to affiliate with the EFSL on an individual basis if they meet the following criteria:
- .A Dependents that, due to military or government assignments, are living and working in communities in Europe and the Middle East that are not served by an EFSL swim team.
  - .B Dependents who meet the individual membership requirement rules of these Bylaws in §102.4.1.A and §102.4.1.B.a through §102.4.1.B.e and are geographically unable to participate in an EFSL swim team.
- .2 Swimmers who are registered as unattached swimmers may participate and place in EFSL swim meets and championship meets on an individual basis.

- .3 They cannot score points for any EFSL team.
- .4 Any relay in which they participate as an individual or a group must be an exhibition relay.
- .5 Unattached swimmers must pay dues directly to the EFSL in an amount determined by the EFSL Treasurer and the Executive Board. They may also be required to pay splash fees to host teams of \$25 per swimmer, per meet, at the discretion of meet hosts.
- .6 Unattached swimmers will be entered into the EFSL membership database by the EFSL Statistician.
- .7 Unattached swimmers must meet EFSL qualifying standards for championship meets, but may request a "geographical waiver" for the minimum regular season meet attendance requirement if their location is remote and travel to meets is very difficult or expensive for the families of the swimmers. Automatic geographic waivers may be granted to unattached swimmers based on the same criteria as for teams. See §102.2.8.A of this document.
- .8 Unattached swimmers must have a coach of record at every meet they attend. This person may be a parent or a coach from another EFSL team who has agreed to act in this capacity.

## 102.6 Code of Conduct

- .1 In accordance with the EFSL Constitution, ARTICLE IV: Membership, §401.3 and §401.4, all members of the EFSL must agree to and follow the EFSL Code of Conduct and will be subject to disciplinary measures if their behavior violates the standards set forth by the league.
- .2 All teams will submit a roster with their adult members as well as swimmers with the following statement: "I certify that the swimmers listed on this roster are eligible to compete in the EFSL per the requirements listed in the EFSL Bylaws and that all members agree to and will follow the EFSL Code of Conduct."
- .3 If necessary, by the nature of their position, adult members must also submit their Safe Sport Training certification and background check verification.
- .4 The team rosters will allow the league to enforce the Code of Conduct and can be used to issue deck passes during meets.
- .5 All meet announcements will include the following language: "Attendance at this meet as a volunteer, swimmer, coach, spectator, or in any other capacity implies

acknowledgement of and agreement to comply with the EFSL Code of Conduct. All violations should initially be dealt with by the meet referee at the time of the incident and then relayed to the Executive Board for further action as needed.”

- .6 The Code of Conduct can be found in Appendix 2.

# Article 103: GENERAL EFSL REGULATIONS

## 103.1 Championships and League Council Meeting

### .1 Divisional Championships

- .A The EFSL is divided into three (3) divisions: Benelux, Rheinland, and Southern.
- .B Each division will create an equitable system of hosting for the individual divisional championship meet that is acceptable to all member teams of that division.

### .2 Long Distance Championships

- .A The EFSL Long Distance Championship meet (LD Champs) is traditionally held in the late autumn.
- .B Individual teams will volunteer to host LD Champs. Teams may volunteer to work together to co-host.
- .C The League Council shall create a list of the LD Champs host team rotation. The list shall be updated annually at the League Council meeting.
- .D The Executive Board will aid the hosting team by providing funding for the pool, water, ribbons, medals, and bag tags, as well as reasonable travel expenses for the event for one member of the hosting team or division who serves in the capacity of coordinator. The travel expenses must be submitted using a current EFSL travel reimbursement form.
- .E The Executive Board will coordinate the officials for the meet, assist with statistical support, send out necessary information to teams, collect associated fees, and pay the above referenced charges associated with the event.
- .F The EFSL will collect Long Distance Championship splash fees from each team.

### .3 Short Distance Championships

- .A The EFSL Short Distance Championship Meet (SD Champs) is traditionally held in early spring.
- .B Individual teams will volunteer to host Short Distance Champs. Teams may volunteer to work together to co-host.

- .C The League Council shall create a list of the LD Champs host team rotation. The list shall be updated annually at the League Council meeting.
- .D The hosting team shall provide a person to serve on the Executive Board for that season as Vice President.
- .E The Executive Board will aid the hosting team by providing reasonable funding for the pool, water, ribbons, medals, and bag tags for the weekend, as well as reasonable travel expenses for a coordinator from the hosting team or division that is serving as EFSL Vice-President. The travel expenses must be submitted using a current EFSL travel reimbursement form.
- .F The Executive Board will coordinate the officials, assist with statistical support, send out necessary information to teams, collect fees, and pay the above referenced charges associated with the event.

#### **.4 League Championship Seeding**

- .A The EFSL Statistician shall accept entries for Long Distance and Short Distance Championships and conduct validation of entries to ensure all times are valid and meet eligibility requirements have been met.
- .B Teams will be notified of any entries which do not appear to meet eligibility or qualification standards and be given an opportunity to reconcile flagged entries.
- .C Teams are expected to be available during that time frame to work through any issues with the EFSL Statistician so that the meet psych sheets can be shared with the league in a timely manner.

#### **.5 Annual League Council Meeting**

- .A This meeting is held in late spring/early summer each year. The EFSL Executive Board (including outgoing Vice-President), team presidents, head coaches, division head statisticians, and division head officials are expected to attend whenever possible. The EFSL will pay for the current and incoming EFSL Board members to attend.
- .B Teams are encouraged to host this event on a rotating basis. While the event is organized by the EFSL President, logistical and social support from the local team is essential and beneficial for the entire EFSL.
- .C Every effort will be made by the EFSL President to rotate the meeting between divisions, with preference to centrally-located areas that offer affordable transportation.

- .D The League Council meeting will determine:
  - a. EFSL Meet schedule and calendar.
  - b. Dates of the following year's LD and SD Championship meets.
  - c. Championship hosting rotation schedule for the next two years, to allow teams time to prepare for hosting obligations and secure pool locations.
  - d. Short Distance and Long Distance Championship qualifying times.
  - e. Rule on questions raised in the agenda as well as proposed changes to EFSL league documents.

## 103.2 EFSL Hosting Guidelines

- .1 EFSL teams have traditionally offered and received "hosting" from other EFSL teams. This is accomplished outside the scope and liability of the EFSL, and care must be taken to ensure the comfort and safety of traveling swimmers.
- .2 Each individual team shall develop a team standard for hosting swimmers which should include:
  - .A No tobacco or alcohol use by swimmers, both hosted and hosting.
  - .B Establishment of a curfew/quiet time.
  - .C Hosted swimmers should not be placed alone with a host family. A minimum of two swimmers must be housed together, unless the family has agreed to other arrangements.
  - .D Host teams and visiting teams shall discuss expectations with regard to meals, transportation, and adult supervision at the home.

## 103.3 EFSL Meet Schedule

### .1 Scheduling Process

- .A Teams should submit their proposed hosting calendar to the EFSL Statistician or Secretary no later than the League Council meeting, or other established deadline, earlier if possible.
- .B A tentative schedule of proposed meets will be distributed by the EFSL Statistician once teams have submitted their preferred dates for hosting.

- .C Teams should be prepared to sign up for which meets they would like to attend at the spring League Council meeting.
- .D The EFSL Statistician will create and distribute a tentative master calendar at the League Council Meeting.
- .E Reasonable requests for modifications to the tentative schedule may be made during the summer by contacting the EFSL Statistician.
- .F The Statistician will distribute a finalized master schedule by an announced deadline, generally in August.

## .2 Scheduling Policies

- .A Once a meet is entered into the league schedule, it counts as an EFSL meet, even if no other teams are in attendance. Normal rules (e.g. number of officials, etc.) apply.
- .B Teams may hold time trials for their team only. These time trials should be scheduled with the EFSL Statistician to ensure times are accounted for, but they generally do not appear on the league schedule.
- .C After the league schedule is established, all proposed changes must be made, in writing, by the host team to the league President and Statistician for approval. Changes include the addition, change, or deletion of an official meet, and the addition of another team or its swimmers, to an already scheduled meet.

## 103.4 Meet Attendance Requirements

- .1 All teams, excluding provisional teams, shall attempt to swim in at least six (6) EFSL sanctioned meets during the season. Divisional championship meets count toward this minimum, but SD and LD Championships do not.
- .2 Teams shall attempt to swim in at least one (1) meet in each division each season.
- .3 Teams shall attempt to visit every team in the EFSL at least once every five (5) years.
- .4 Teams unable to comply with attendance requirements should request a waiver from the EFSL Executive Board at the beginning of the season. The waiver request should include a justification for the team's inability to meet the requirements.

## 103.5 Sanctions

### .1 Non-Compliance

- .A Team results will not be authenticated for EFSL standings if team rosters are not submitted. The deadline for roster submission will be set by the EFSL Statistician.
- .B Meet results will not be authenticated for EFSL standings if the meet results deadline is not met.
- .C Teams with members not in compliance with §102.4 (Individual Memberships) will not be able to participate in championship meets and will lose their voting rights for one season.
- .D Teams will not be able to host EFSL-sanctioned meets if they did not have a representative in attendance at the Statisticians' and Officials' clinics, unless a waiver is obtained from the EFSL President.
- .E Background Checks and SafeSport Training
  - a. Teams that fail to submit certified lists of coaches with completed background checks and Safe Sport training will be prohibited from hosting or taking part in any sanctioned EFSL meets.
  - b. Coaches who have not submitted their background checks and SafeSport Training certifications are not permitted on the pool deck or swimmer spaces during EFSL-sanctioned meets.
  - c. One-time exceptions can be granted by team head coaches for parents acting as their child's coach when no team coach attends a meet.

### .2 Non-Payment of Fees

- .A Membership dues shall be paid within 30 days of receipt of invoice. If a deadline is not met, and no arrangements for payment are agreed upon between the team and the EFSL Treasurer, the team will be made inactive until payment is received.
- .B Splash Fees for LD and SD Champs must be paid within 30 days of receipt of invoice. Failure to pay splash fees, or failure to make arrangements for payment, will result in an additional surcharge of 10% of the original splash fees being added to the amount due.



- .C Should any fees remain unpaid, the team will be prohibited from participating in the next championship meet.

## 103.6 DoDEA-E High School Varsity/Junior Varsity School Lettering

- .1 All EFSL teams with a local DoDEA-E high school will comply with the DoDEA-E and EFSL Memorandum of Understanding, Attachment 3 of this document.
- .2 Teams will contact their local high school to obtain the local high school's DoDEA-E standard athletic lettering policy to determine local program requirements in order to award Varsity and/or Junior Varsity letters to their EFSL swimmers.

# Article 104: ACCEPTANCE OF THE BYLAWS

## 104.1 Team Acceptance Statement

Team presidents are to sign and send the following statement to the EFSL President, no later than the date of the first EFSL-sanctioned meet their team is scheduled to participate in:

"I, [team president's name], have read and accepted the EFSL Bylaws."

# Article 105: DISSOLUTION

## 105.1 Dissolution of the EFSL

- .1 The EFSL shall dissolve upon approval by a 75% majority vote in a League Council meeting.
- .2 The EFSL shall dissolve when the League ceases to function and is incapable of self-sustainment.

## 105.2 EFSL Funds

In case of dissolution of the organization, funds in the treasury at the time will be used to satisfy any outstanding debts, liabilities, or obligations. The balance of these assets will be relinquished to MWA/MWR for disposition, and used solely for youth activities.

# Appendix 1

## Athlete Protection

Teams will submit the following information for each coach to the EFSL Head Coach at the beginning of the season (NLT 15 Sept). For new coaches, this information shall be submitted within the first month of the coach joining the team and prior to the coach attending any EFSL-sanctioned meet.

### 1. Demographics

Coach's full name and DOB

### 2. Background Check and SafeSport Training

License, membership credentials, or accreditation from a FINA-affiliated swimming federation, national sport federation or other equivalent organization which includes a background check, athlete protection training and certification that the coach has not been placed on suspension or banned by any athletic organizations for dangerous behavior. (Current USA Swimming DeckPass Non-Athlete membership card is sufficient.)

### **-OR-**

Accredited Background check from a FINA-affiliated federation, Ligue Européenne de Natation (LEN), YMCA, USA Swimming, or other equivalent sport federation or from a similar employer-based accrediting agency such as the DoD CNACI Background check used for DoD Medical, Child and Youth Services, and DoDEA personnel. \*

### **AND**

Certification of completion of Athlete Protection Training. Acceptable sources of this training would include US SafeSport, British Swimming Wavepower 2020-23, EU Pro Safe Sport or another FINA-affiliated swimming federation.

EU:

<https://rm.coe.int/prems-146217-pochette-file-training-kit-to-prevent-and-react-to-situat/16807b869d>

US Safe Sport:

<https://uscenterforsafesport.org/training-and-education/training-and-education-services/>

British Swimming:

<https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

German Olympic Sports Confederation (Deutsche Olympische Sportbund):

<https://safesport.dosb.de>

## AND

Database search of Safe Sport and USASwimming or host nation, FINA-affiliated swimming federation banned member database with negative results.

For US SafeSport search visit:

<https://uscenterforsafesport.org/response-and-resolution/centralized-disciplinary-database/>

\* USA Swimming's background checks include the following. Acceptable other accredited background checks should include similar provisions:

- a search of national criminal and sex offender databases on the name provided and all former last names found within the seven-year address history
- a search of other watch lists from various national and international databases on the name provided and up to four former last names found within the seven-year address history
- a county or local criminal search in locality of current residence on the name provided and one former last name
- a county or local criminal search in all counties of residence within the seven-year address history on the name provided and one former last name
- a national court search on the name provided and one former last name

Evidence of any of the following felonies or misdemeanors would result in a disqualification to act in a role with close contact to swimmers:

- violence against a person
- violent crimes involving weapons (including armed robbery and aggravated assault with a weapon)
- all sexual crimes
- drug use or possession, (including the use of drug paraphernalia) within the previous 3 years
- other drug related crimes including drug distribution, intent to distribute, manufacturing, trafficking, or sale within the previous 7 years
- child endangerment, neglect or abuse
- Violence against a person (including crimes involving firearms), prostitution, indecent exposure, and public indecency, stalking or harassment, destruction of property, including arson, vandalism, and criminal mischief

## Appendix 2

### EFSL Code of Conduct

In general, the European Forces Swim League will follow the US Center for Safe Sport and the USA Swimming Code of Conduct and guidelines for athlete protection.

The goal for this Code of Conduct is to set a good example of respect and sportsmanship for coaches, athletes, board members, parents, and spectators to follow:

- Act and dress with professionalism and dignity in a manner suitable to his/her position.
- Respect officials and meet organizers and their judgment, and abide by the rules of the event.
- Treat opposing coaches, participants, and spectators with respect.
- Instruct participants in sportsmanship and demand that they display good sportsmanship.
- Coach in a positive manner and do not use derogatory comments or abusive language.
- Win with humility and lose with dignity.
- Treat every athlete fairly, justly, impartially, intelligently, and with sensitivity.
- Always place the well-being, health, and safety of swimmers above all other considerations, including developing performance.
- Continue to seek and maintain their own professional development in all areas in relation to working with children.
- Always maintain a professional separation between coach and athlete.

Any member, former member, or prospective member of the EFSL (swimmers and adults) are subject to this code of conduct and their membership may be denied or withdrawn if the EFSL Executive Board determines that their conduct is inconsistent with the mission of the organization and those who participate in the league.

#### ATHLETE PROTECTION POLICIES

All coaches and board members are required to maintain active SafeSport Training Certification or an equivalent Athlete Protection training as detailed in the EFSL Bylaws, Appendix 1.

The following policies related to Athlete Protection are mandatory components of the Code of Conduct and apply to all adults and swimmers.

The following behaviors and activities are not permitted, will not be tolerated, and are grounds for sanctioning and/or immediate dismissal from the league:

1. **Bullying Behavior** - Repeated and/or severe aggressive behavior among, between, or directed at athletes, coaches, board members, volunteers, or parents, that is intended or

likely to hurt, control, or diminish another person emotionally, physically, or sexually will not be tolerated.

A. **Forms:**

- a. **Physical** - Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting or slapping; throwing objects, such as sporting equipment, at another person.
- b. **Verbal** - Teasing, ridiculing, taunting, name-calling, or intimidating or threatening to cause someone harm.
- c. **Social, including cyberbullying** - Using rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media, or other technology to harass, frighten, intimidate, or humiliate someone; socially excluding someone and asking others to do the same.
- d. **Sexual** - Teasing, ridiculing, or taunting based on gender or sexual orientation (real or implied), gender traits or behavior (e.g., taunting someone for being too effeminate), or teasing someone about their looks or behavior as it relates to sexual attractiveness.

B. **Rude, Mean, Conduct—Distinguished Exclusions** - Conduct may not rise to the level of "bullying behavior" if it is rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or from conflict or struggle between persons, absent a power imbalance, who perceive they have incompatible goals.

2. **Emotional Misconduct** - Repeated and/or severe non-contact behavior involving verbal acts, physical acts, and/or acts that deny attention or support. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

- A. **Verbal Acts** - Verbal assault that repeatedly attacks someone personally (e.g., calling a person worthless, fat, or disgusting; taunting a person for being too effeminate); repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose.
- B. **Physical Acts** - Physically aggressive behaviors, such as throwing sport equipment, water bottles, or chairs at or in the presence of others; punching walls, windows, or other objects.
- C. **Acts that Deny Attention or Support** - Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a participant from practice.
- D. **Criminal Conduct** - Includes any act or conduct (e.g., psychological abuse, emotional abuse, mental abuse, child abuse) that can be described as emotional abuse under applicable federal or state law.
- E. **Exclusions** - Emotional Misconduct does not include professionally accepted and age-appropriate coaching methods for skill and performance enhancement, physical conditioning, team-building, or appropriate discipline.

3. **Hazing** - Any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported consent by the person subject to hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Examples of hazing include:

- A. **Contact acts** - Tying, taping, or otherwise physically restraining another person; beating, paddling, or other forms of physical assault.
- B. **Non-contact** - Requiring or forcing the consumption of alcohol, illegal drugs or other substances in an effort to elicit a negative physiological response, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.
- C. **Sexualized acts** - Actual or simulated sexual conduct of any nature.
- D. **Criminal acts** - Any act or conduct that constitutes hazing under applicable federal or state law.

#### 4. Sexual Misconduct

- A. **General sexual misconduct** offenses include:
  - a. Sexual conduct (or attempts to commit the same), without consent.
  - b. Sexual conduct (or attempts to commit the same), where there is a power imbalance, regardless of purported consent.
  - c. Sexual harassment.
  - d. An intimate relationship involving a person in a position of power where a power imbalance exists.
- B. **Sexual misconduct involving minors** - Regardless of any purported consent, a sexual misconduct offense involving a minor includes:
  - a. Sexual conduct (or attempt to commit the same) between an adult and a minor where the age difference is three or more years.
  - b. Sexual conduct (or attempt to commit the same) between an adult and a minor where the age difference is less than three years, but a power imbalance exists.
  - c. An intimate relationship (or attempt to establish the same) between an adult and a minor where the age difference is three or more years and a power imbalance exists. (An intimate relationship is defined as: a close personal relationship that exists independently and outside of the sport relationship. Whether a relationship is intimate is based on the totality of the



circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical contact and/or sexual conduct, identity as a couple, the sharing of sensitive personal information, and/or knowledge about each other's lives outside the sport relationship.)

- d. Sexual conduct between a minor and another minor if: (1) the age difference is three or more years, and/or (2) there is a power imbalance based on the totality of the circumstances.
  - C. **Child sexual abuse** - A covered individual shall not engage in any behavior that constitutes child sexual abuse as defined by federal or applicable state law.
  - D. **Criminal Disposition** - It is a violation of the Code for any covered member to be convicted of or subject to a criminal disposition for a crime involving (a) any form of sexual misconduct or (b) a minor.
  - E. **Other** - A covered individual shall not engage in any other form of sexual misconduct, including bullying behaviors or hazing of a sexual nature.
5. **Inappropriate touching** - inappropriate touching between an athlete and an adult coach or board member is prohibited, including, but not limited to, excessive touching, hugging, kissing, sexually-oriented behavior, sexually stimulating or otherwise inappropriate games, and having an athlete sit on a non-family member adult's lap.
  6. **Rubdown or Massage** - Any rubdown or massage performed on an athlete by any adult coach or board member, excluding the spouse, parent, guardian, sibling, or personal assistant of such athlete, is prohibited unless such adult is a licensed massage therapist or other certified professional.
  7. **Recording devices in private areas** - Use of audio or visual recording devices, including a cell phone camera, is not allowed in changing areas, rest rooms, or locker rooms.
  8. **Coach/athlete shared rooms** - Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete unless the coach is the parent, guardian, sibling, or spouse of that particular athlete, without written permission from the athlete's parent or guardian
  9. **Harassment** - Repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment, or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context and duration of the behavior.

- A. **Forms of harassment**, which may be a form of emotional, physical, or sexual misconduct, include, but are not limited to:
- a. **Discriminatory Harassment** - Conduct with the design or effect of establishing dominance, superiority, or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.
  - b. **Stalking** - Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. Stalking generally involves a course of conduct which includes two or more acts, involving persistent and frequent unwanted in-person contact, surveillance or unwanted telephone and/or other electronic contact.  
Stalking behaviors include without limitation: following a person; appearing at a person's home, class, work, or practice; frequent phone calls, emails, or text messages; continuing to contact a person after receiving requests to stop; leaving unwanted written messages, objects, or gifts; vandalizing a person's property; threatening, intimidating, or intrusive behavior; and violating a lawful order preventing contact with a person.
  - c. **Sexual Harassment** - Conduct by an adult toward an athlete or other adult that includes (a) sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature; or (b) is sufficiently severe, persistent or pervasive, and objectively offensive that it negatively affects an individual's performance.
10. **Drugs and Illegal Substances** - The following shall be considered a Code of Conduct violation:
- A. 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.
  - B. 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.
  - C. 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 location where the alcohol is provided.
  - D. 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.
11. **Discrimination** - The EFSL provides an equal opportunity to athletes, coaches, and all members to participate in the league. Discrimination against any member or participant based upon age, gender, race, ethnicity, culture, religion, sexual orientation, gender

expression, gender identity, genetics, mental or physical disability or any status protected by federal, state or local law, where applicable, is prohibited.

## REPORTING

It is every member's responsibility to promptly report any incident regarding misconduct by a member. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency. Reports may be made to a meet referee, the EFSL Head Official, or to an EFSL Executive Board member.

During a meet, the meet referee is the primary responsible party to address violations. They will take immediate steps to remove the individual(s) from the situation and stop the behavior. If necessary, they can remove the offending party from the meet or facility.

Any incident at a meet handled by the meet referee should be documented and shared in writing with an email to the league Head Official. The EFSL Head Official shall inform the Executive Board of all incidents to allow for further action and to document continued or habitual behaviors by individuals which the league board needs to address.

## MECHANISMS FOR DISCIPLINE AND SANCTIONING

EFSL members (coaches, board members, swimmers, parents, etc.) will be barred from serving in their roles and participating in EFSL functions if there is:

- A. A 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 (a) any felony or (b) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances.
- B. A sanction with a membership suspension by the Center for SafeSport or USA Swimming to coach or instruct any of its athlete members.
- C. Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official, swimmer, other coach, or board members.

Any member of the EFSL may be denied membership, censured, sanctioned, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, or be expelled from the EFSL for life if such person violates the provisions of the EFSL Code of Conduct, or aids, abets or encourages another person to violate any of the provisions of the Code of Conduct.

Meet referees will use their best judgment to address issues at the time of their occurrence. The meet referee's options for discipline include, but are not limited to:

1. Remove an adult from their position in the meet (timer, coach, official, etc.)
2. Remove a swimmer from an area of the pool or team area where poor behavior is occurring.
3. Remove a swimmer or adult from the meet or facility entirely.
4. Remove a team from the meet.

The EFSL Executive Board, after receiving written documentation of violations of the Code of Conduct and reviewing all relevant evidence, has options for discipline which can include but are not limited to:

1. Sanction a swimmer or adult from attending one or more meets, including championship meets.
2. Prohibit an adult from serving in any official capacity or volunteer role during a number of meets or for the season (timer, marshal, official, coach, etc.).
3. Remove an adult member from the League Council or Executive Board.
4. Prohibit a team from attending one or more meets, and/or a championship meet.
5. Remove a swimmer or adult member from the organization.

## REFERENCES

<https://uscenterforsafesport.org/>

<https://www.usaswimming.org/safe-sport>

<https://www.usaswimming.org/about-usas/governance/rules-policies>

## Attachment 1 - Past EFSL Presidents

1975-1977 COL Edward Gallardo (Heidelberg)  
1977-1978 LTC Donald Bolduc (Stuttgart)  
1978-1979 LTC John Lingo (SHAPE)  
1979-1980 LTC Wilson Sherrell (Berlin)  
1980-1981 MWO R. Keith Delmogo (Lahr)  
1981-1982 LTC Richard Black (Mannheim)  
1982-1983 MAJ Gary McDaniel (Hahn)  
1983-1984 COL Dan Munro (Kaiserslautern)  
1984-1985 MAJ Bill Burke (Munich)  
1985-1986 COL Dan Munro (Kaiserslautern)  
1986-1987 Mr. Dick Mucker (Stuttgart)  
1987-1988 Ms. Karen Fuller (Augsburg)  
1988-1989 MAJ Jeb Baker (Heidelberg)  
1989-1990 LTC David Draker (Heidelberg)  
1990-1991 COL Dave Bagget (Frankfurt)  
1991-1992 LTC Ron DeWitt (Geilenkirchen)  
1992-1993 MAJ David le Page (SHAPE)  
1993-1994 LTC Peter Daly (Wiesbaden)  
1994-1996 LTC Jeff Corvey (Kaiserslautern)  
1996-1997 Prof. Murray Fitzhugh (Vicenza)  
1997-1998 Mrs. Beth Hoeh (Hohenfels)  
1998-1999 Mr. Matt Seguin (Kaiserslautern)  
1999-2000 LTC Dave Nichols (Aviano)  
2000-2001 Mr. Rusty Bernstein (Heidelberg)  
2001-2002 Mr. Steve McKeag (SHAPE)  
2002-2003 Mr. Tony Carritt (Brussels)

2003-2004 Maj Jim King (Kaiserslautern)  
2004-2005 CDR Bob McWhorter (SHAPE)  
2005-2006 LTC Traci Guariniello (Naples)  
2006-2007 Mr. Yves Aubuchon (Geilenkirchen)  
2007-2012 Mrs. Morag Davite (Brussels)  
2012-2014 Mr. Tom Brown (Kaiserslautern)  
2014-2015 Mr. David Snodgrass (Naples)  
2015- 2017 Mr. Robert C. McDonough (Naples)  
2017- 2021 Mrs. Jamie Buckley (Sigonella 2017-18, Naples 2018 -2021)  
2021- Mrs. Amanda Love (Stuttgart)

## Attachment 2 - Championship Host Teams

### SHORT DISTANCE CHAMPS

2008-2009	Berlin Bear-A-Cudas (Rhineland)
2009-2010	Lakenheath Barracudas (Benelux)
2010-2011	Eifel Sharks/Wiesbaden Wahoos (Tyrolian/Rhineland) - EINDHOVEN
2011-2012	Stuttgart Piranhas (Rhineland) - EINDHOVEN
2012-2013	Southern Division (Naples, Aviano, Sigonella, & Rota)- EINDHOVEN
2013-2014	Kaiserslautern Kingfish (Rhineland) - EINDHOVEN
2014-2015	SHAPE Seals(Benelux) EINDHOVEN
2015-2016	NATO Marlins (Benelux) - EINDHOVEN
2016-2017	Geilenkirchen Orcas (Benelux) - EINDHOVEN
2017-2018	Lakenheath Barracudas (Benelux) - LONDON AQUATIC CENTER
2018-2019	ESB Brussels Octopus (Benelux) - EINDHOVEN
2019-2020	KMC Kaiserslautern Kingfish (Rhineland) - EINDHOVEN
2020-2021	No Champs due to Covid-19. League Standings used.
2021-2022	NPS Naples Tigersharks (Southern) - EINDHOVEN
2022-2023	SGT Stuttgart (Rhineland) - EINDHOVEN
2023-2024	WSN Wiesbaden (Rhineland) - Location TBD
2024-2025	SHAPE (Benelux) - Location TBD

## LONG DISTANCE CHAMPS

2008-2009	Northern European Forces Swim League (KMC) - RAMSTEIN Southern European Forces Swim League (AVI) - AVIANO
2009-2010	Hosting Team (information needed) - LIGNANO
2010-2011	Information needed
2011-2012	Hosting Team (Information needed) - ANTWERP
2012-2013	ESB, GKN,LKN, NMS, SHP (Benelux) - ANTWERP
2013-2014	ESB, GKN, LKN, NMS, SHP (Benelux) - ANTWERP
2014-2015	HFL Hohenfels Tigers (Tyrolian) - LIGNANO
2015-2016	VZA Vicenza Mako Sharks (Southern) - LIGNANO
2016-2017	SGT Stuttgart Piranhas (Rhineland) - LIGNANO
2017-2018	AVI/NPS/SIG/VZA (Southern) - LIGNANO
2018-2019	NMS/SHP Nato Marlins and Shape Seals (Benelux) - BRUGGE
2019-2020	WSN Wiesbaden Wahoos (Rhineland) - BRUGGE
2020-2021	No Champs due to Covid-19 - League standings used
2021-2022	SHP SHAPE (Benelux)- BRUGGE
2022-2023	AVI Aviano (Southern) - LIGNANO
2023-2024	BLN Berlin (Rhineland)- Location TBD
2024-2025	SIG Sigonella (Southern)- Location TBD

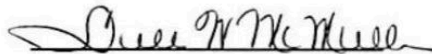


# Attachment 3 - DoDEA Memorandum

MEMORANDUM OF UNDERSTANDING BETWEEN  
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY-EUROPE  
AND  
EUROPEAN FORCES SWIM LEAGUE

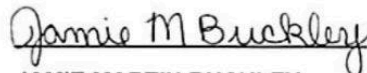
SUBJECT: Condition of Program Implementation of Awards and Student Standards for the European Forces Swim League Swimming Program

1. This memorandum of understanding (MOU) standardizes youth swimming programs, procedures and support services between Department of Defense Education Activity-Europe (DoDEA-E) and the European Forces Swim League (EFSL) and replaces MOU between DoDDS-Europe and EFSL for Condition of Program Implementation of Awards, Media, and Student Standards for Swimming dated 8 October 2009.
2. DoDEA-E agrees to support and recognize athletic achievements of high school (HS) students who participate in the EFSL as follows:
  - a. Purchase and award 8-inch chenille letters for varsity and 6-inch chenille letters for junior varsity participants who are determined to be eligible according to DoDEA-E policies and EFSL requirements. The EFSL, via local teams will provide the local high school with a student roster of swimmers eligible for the chenille letters.
  - b. Ensure swimmers are academically eligible by reviewing the team roster and ensuring disciplinary actions are noted, and forward information to team presidents to take corrective action.
3. The European Forces Swim League organizations agree to ensure varsity and junior varsity swimming letters are awarded IAW DoDEA-E programmed requirements. The individual EFSL swim teams' Board of Directors (BOD) will:
  - a. Provide a list of swimming participants to the local school Principal or designee not more than two weeks after the first day of practice. Students must be enrolled in grades 9 – 12.
  - b. Provide the meet schedule to school administration prior to the start of the season.
  - c. Provide school administration an accurate list of swimming participants who will be absent one week prior to the absence.



**DR. DELL W. MCMULLEN**

**Director, Department of Defense-  
Education Activity - Europe**



**JAMIE MARTIN BUCKLEY**

**President, European Forces Swim League**

8 December 2020

DATE

November 23, 2020

DATE

# Signature Page

//SIGNED//al//May 2023

Amanda Love, President 2021-2023  
European Forces Swim League  
Dated: 05 June 2023

//SIGNED//dd//July 2022

Rob Tart, Secretary 2023-2024  
European Forces Swim League  
Dated: 05 June 2023