

Reporting Misbehavior and Disciplinary Procedure

Reporting Misbehavior

Any level of perceived misbehavior in the Dubuque Community School District (DCSD) Aquatic Center including locker rooms, pool area, wet classroom, bleachers or lobby should be reported to an Dubuque Area Swimmin' Hurricane (DASH) coach, DASH board member, or the DASH Safe Sport Coordinator. This report can be initiated by any swimmer, parent, coach, or non-DASH observer using the DCSD Aquatic Center facility areas as stated above. The report can be initiated verbally, by email, or in a written letter to any of the above DASH officials. Once a report has been initiated, the Safe Sport Coordinator will draw up a record of the incident, following DASH's Grievance procedure and present the information to the Board of Directors.

All team members are required to read, sign, and adhere to the Code of Conduct to participate in the activities of the Dubuque Area Swimmin' Hurricanes (DASH).

Disciplinary Protocol

The process for addressing swimmer misconduct identified during practice by the swim coach will be as follows:

- A verbal warning will be issued as the initial response. If the inappropriate behavior persists, the swimmer will be asked to leave practice, and their parents will be notified.
- Should a swimmer be asked to leave practice three times, a meeting must be convened involving the swimmer, their parents, the coaches, and a member of the Executive DASH Board of Directors before the swimmer is permitted to return to practice.
- If the swimmer's behavior continues to be problematic, the Board of Directors will determine appropriate disciplinary actions, which may include, but are not limited to:
 - Suspension from practice(s)
 - Suspension from the team without a refund
 - Permanent expulsion from the team without a refund.

Reports of misbehavior that are not observed by the coach but was brought to the attention of the coach or club official's attention, will notify the Board of Directors (BOD) who will then review the report and determine if further action is necessary.

If action is determined to be necessary, either one of the coaches or the Safe Sport Coordinator will either speak to the swimmer(s) and their parent(s) individually.

Furthermore, the team will be gathered before the next practice and spoken to regarding etiquette of facility use, misbehavior, and respect towards one another.

In addition, if the report brought to the attention of the BOD is determined to require further action, any of the following disciplinary actions can occur.

- a. If a specific child or children are determined to be in violation of misbehavior, then the child or children may be prohibited from using the DCSD Aquatic Center facilities which include locker rooms, wet classroom and bleacher section for the next 7-30 days and their parents will be notified.
- b. If no child or group of children are pinpointed in the report, then ALL children of the accused will be prohibited from facility use. If the incident occurs in the locker room, the group of swimmers whose gender is that in which the incident occurred, will be prohibited from the locker room for 14 days.
- c. If it is recognized that the problem persists in the immediate future, if a specific child or multiple children are recognized as the source of misbehavior, the child or children may be suspended from DASH activities (practice and meets) for the next 14 calendar days and will not be allowed in any facility associated with DASH activities until further notice by the Board of Directors.
- d. Furthermore, it is within the limits of the Board of Directors to indefinitely prohibit facility use by a specific swimmer and suspend the swimmer or swimmers from all DASH activities (practice and meets) if the misbehavior continues or additional reports are received.

All disciplinary actions will be addressed with the parent or parents of the swimmers found to be in violation of misbehavior.

Once a report has been received and if the location of the misbehavior is found to be in the locker room, a non athlete approved member of USA Swimming will randomly pass at a higher frequency through the locker rooms of the same gender before and after practice to monitor the situation and display a presence.

The Board of Directors has the right to invoke alternative actions based on the severity of the reported misbehavior.

If the misbehavior is deemed severe, DCSD officials, USA Swimming officials, and local law enforcement will be notified and further disciplinary actions will be observed in conjunction with DASH disciplinary recommendations.

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