



CAST Objectionable Behavior

The types of objectionable behavior shall be divided into three (3) classifications:

Class I Objectionable Behavior:

- Unacceptable behavior at CAST swim team practices, competitions and team functions that include, but are not limited to:
 - Minor vandalism
 - Being disruptive in practices or meets
 - Unsafe behavior that could result in injury
 - Abusive language or behavior
 - Inappropriate communication, behaviors, or interaction between any CAST members (i.e. inappropriate text messages or pictures, as well as inappropriate messages or pictures on any social media communication when representing CAST)
 - Other acts of misconduct as determined by the coaching staff

Disciplinary Procedure:

- Handled by the Coaching staff.
- Anytime a swimmer is removed from a practice session or meet, the parents and Board President will be notified.
- The swimmer and Coach will again review the team Code of Conduct. The Coach will maintain a record of each incident; including the date, description of the event, and swimmer(s) involved.
- Upon two or more dismissals, a meeting will be called involving the swimmer, the coach, the parents and the Board President.
- Three (3) Class I offenses within a continuous 24 month period will result in the offense being considered a Class II Objectionable Behavior.

Class II Objectionable Behavior:

- Unacceptable behavior at CAST swim team practices, competitions and team functions that include, but are not limited to:
 - Fighting
 - Bullying
 - Harassment
 - Insubordination to members of the coaching staff, chaperones, officials, board members or volunteers
 - Minor sexual misconduct

- Possession or use of illegal drugs, alcohol, vaping, or tobacco

Disciplinary Procedure:

- Hearing before a Disciplinary Committee consisting of three members of the Board chosen by a majority of the Board.
- The Committee shall send notice of hearing to the parent/guardian and swimmer with parent/guardian and swimmer being given the opportunity to be present;
- The facts shall be presented by the Board President or his/her designee; the Head Coach shall be present in an advisory role.
- The Committee decision will be mailed to the parent/guardian and swimmer within one week of disciplinary hearing.

Recommended Discipline:

- **1st Offense** - Suspension* from the team for a minimum period of seven (7) calendar days of the swimmer's season (these days may extend into the swimmer's next season, if needed).
- **2nd Offense** - Suspension* from the team for a minimum period of thirty (30) calendar days of the swimmer's season (these days may extend into the swimmer's next season, if needed).
- **3rd Offense** - Three shall be considered a violation of Class III Objectionable Behavior and handled according to the disciplinary proceedings of Class III Objectionable Behavior.

* Terms of suspension shall be spelled by the Disciplinary Committee and must be adhered to by the swimmer/parents in order to be reinstated by the Committee at the end of the suspension period. During the periods of suspension, swimmers remain a member of the Coeur d'Alene Area Swim Team and thereby all dues and fees are still due in full from the swimmer. The swimmer cannot be reinstated until any fees and/or dues that are in arrears are paid in full.

Class III Objectionable Behavior:

- Unacceptable Behavior including, but not limited to:
 - Sale or distribution of illegal drugs
 - Sexual misconduct
 - Conviction of felony
 - Fighting that results in the severe bodily injury of any person (regardless whether at a club activity or not).

Disciplinary Procedure:

- Board shall send notice of hearing to the parent/guardian and swimmer.
- Hearing before a quorum of the Board with parent/guardian and swimmer being given the opportunity to be present
 - Facts shall be presented by the Board President or his/her designee

- Head Coach shall be present in an advisory role.
- The Board decision to be mailed to the parent/guardian and swimmer within one week.

Recommended Discipline:

- Behavior may result in membership termination or other action as determined by the Board.

All recommendations set forth in this document are possible disciplinary measures that may be taken. The CAST coaching staff and board of directors reserve the right to modify and adapt discipline based on any given situation.

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