



DISCIPLINARY PROCEDURES

Effective as of June 15, 2022, the disciplinary procedures set forth herein shall apply to all members of the Zionsville Swim Club. All disciplinary decisions by a coach, the Board of Directors and/or the Disciplinary Committee are final and cannot be appealed.

The actions of the members of the Zionsville Swim Club reflect on themselves, their teammates, the Club and the Zionsville community as a whole. As a result, the below described objectionable behavior not only includes behavior occurring during or at an activity or function associated with the Club (including, but not limited to, swim practices, swim meets, club trips and club outings), but also actions of swimmers away from the pool.

Class I Objectionable Behavior

Description:

Behavior considered very severe and disruptive, possibly life threatening and/or criminal. Such actions are so detrimental it is not desirable to have such a person associated with the Club. Examples include, but are not limited to, sale or distribution of illegal drugs, criminal arrest for a felony and physical fighting that results in the severe bodily injury of any person

Disciplinary Procedure:

The Head Coach shall call the parent/guardian of the swimmer and make them aware of the objectionable behavior and alert them they will receive notice of a hearing. The Board of Directors shall then send a written Notice of Hearing to the parent/guardian and swimmer via email and regular mail.

The hearing shall be conducted by a quorum of Board of Directors. The parent/guardian and swimmer shall be given the opportunity to attend the hearing. Multiple hearings may be required to complete a thorough investigation of the facts.

The Board President or his/her designee shall chair the hearing. The Head Coach shall be present at the hearing in an advisory role, and the Safe Sport Coach Advocate shall attend as needed.

The Board of Director's decision shall be sent via email and regular mail to the parent/guardian and swimmer within one week of the last hearing date.

During the investigations into allegations of Class I Objectionable Behavior, the Club will use reasonable efforts to involve the parent/guardian in the questioning and interviewing of the subject swimmer.

Recommended Discipline:

Club membership termination or other significant action (including, but not limited to, extended suspension).

Class II Objectionable Behavior

Description:

Behavior considered disruptive; having an intended detrimental effect on one's self, other members of the Club or the general public; causes significant damage to the reputation of the club and/or the coaches; leading to the possible injury of self or other persons. Examples include, but are not limited to, possession or use of illegal drugs, alcohol, or tobacco, theft, or significant vandalism, physical fighting, assault or battery (regardless of level of harm), blatant discrimination, taking and/or distributing inappropriate photos (including locker room photos), cyberbullying and inappropriate social media communication.

Disciplinary Procedure:

The Head Coach shall call the parent/guardian of the swimmer and make them aware of the objectionable behavior and alert them they will receive notice of a hearing. The Board of Directors shall then send a written Notice of Hearing to the parent/guardian and swimmer via email and regular mail.

The hearing will be conducted by the Disciplinary Committee of the Board of Directors consisting of three members of the Board of Directors chosen by a majority of the Board. The parent/guardian and swimmer shall be given the opportunity to attend the hearing. Multiple hearings may be required to complete a thorough investigation of the facts.

The Committee Chair or his/her designee will chair the hearing. A Coach shall be present at the hearing in an advisory role, and the Safe Sport Coach Advocate will be present as needed.

The Committee's decision shall be sent via email and regular mail to the parent/guardian and swimmer within one week of the last hearing date.

During the investigations into allegations of Class II Objectionable Behavior, the Club will use reasonable efforts to involve the parent/guardian in the questioning and interviewing of the subject swimmer.

Recommended Discipline:

1st Offense – Suspension* from the team for a period of up to thirty (30) 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 period of up to ninety (90) days of the swimmer's season (these days may extend into the swimmer's next season, if needed).

3rd Offense – Shall be considered Class I Objectionable Behavior and handled according to the disciplinary proceedings for Class I Objectionable Behavior.

*Terms of suspension shall be spelled out by the Disciplinary Committee and must be adhered to by the parent/guardian and swimmer in order to be reinstated by the Committee at the end of the suspension period. During the suspension period, swimmers remain a member of Club and thereby all dues and fees are still due and payable in full by the swimmer. The swimmer cannot be reinstated until all fees and/or dues that are in arrears are paid in full. Additionally, during periods of suspension all of the swimmer's volunteer work session requirements remain (although the swimmer may not himself/herself fulfill the volunteer requirements during the suspension period).

Class III Objectionable Behavior

Description:

Behavior considered somewhat disruptive; reflects negatively on the Club; and other actions that are not viewed as good behavior as a member of a team or society in general. Examples include, but are not limited to, minor vandalism, being disruptive in practices or meets, abusive language or behavior, insubordination to members of the coaching staff, Club representatives, officials or volunteers, littering, discrimination, cyberbullying, inappropriate social media communication or other acts of misconduct as reasonably determined by the coaching staff.

Disciplinary Procedure:

The coaching staff shall address and respond to the objectionable behavior as deemed appropriate. Depending on the severity of the objectionable behavior, the Head Coach may call the parent/guardian of the swimmer and make him/her aware of the objectionable behavior and resulting disciplinary action.

If either the Head Coach or Board President believes suspension of the swimmer may be warranted, a hearing shall take place pursuant to the disciplinary procedures for Class II Objectionable Behavior.

Recommended Discipline:

As determined by the coaching staff (including, but not limited to, extra laps, clean-up duties, suspension from practice, and/or suspension from meet(s)). Repeated Class III objectionable behavior may result in the behavior being considered a Class II Objectionable Behavior.

High School Athletes

During the high school swim season, Zionsville Community High School (or applicable high school) disciplinary procedures also govern swimmer behavior when the swimmer is participating as a member of the high school swim team. The swimmer's high school season begins on the first team practice date and ends at the conclusion of the swimmer's final high school swim meet.