

Texas Ford Aquatics (TFA) Policy on Removing a Swimmer from Practice

Purpose

This policy establishes the protocol for removing a swimmer from practice due to disciplinary issues, safety concerns, or other justifiable reasons. The goal is to ensure that all removals are handled in a professional, safe, and communicative manner while maintaining the well-being of the athlete.

Acceptable Reasons for Dismissal from Practice

A swimmer may be dismissed from practice under the following circumstances:

- 1. Egregious Behavior**
 - Physical aggression toward another swimmer, coach, or staff member.
 - Use of profane, abusive, or discriminatory language directed at others.
 - Intentional damage to team or facility property.
 - Any action that severely disrupts practice and prevents teammates from training effectively.
- 2. Repeated Non-Compliance with TFA Apparel Policy**
 - A swimmer may be dismissed after the **third documented occurrence** of failing to comply with the required TFA apparel policy.
 - Parents must have been notified in writing for each prior occurrence.
- 3. Consistent Disrespect or Defiance Toward Coaches**
 - Open refusal to follow practice instructions or team policies after repeated warnings.
 - Disruptive behavior that impacts the training environment and team culture.
- 4. Violation of Safe Sport or Athlete Protection Policies**
 - Engaging in bullying, harassment, or inappropriate conduct toward another athlete or staff member.
 - Any action that violates USA Swimming Safe Sport guidelines or TFA's Code of Conduct.
- 5. Dangerous Conduct**
 - Engaging in reckless behavior that puts themselves or others at risk of injury.
 - Failure to follow safety instructions, such as ignoring lane etiquette, misusing equipment, or engaging in horseplay.
- 6. Repeated Unexcused Absences from Dryland or Weight Training**
 - For groups where attendance is required, repeated no-shows without prior communication may result in removal from practice for the day.
- 7. Severe Disregard for Facility Rules**
 - Failure to follow the rules of the pool, weight room, or training area, including unauthorized access to restricted areas.
 - Conduct that results in complaints from facility staff, lifeguards, or other patrons.

Policy Guidelines

1. Supervision Until Pickup

- If a swimmer is removed from practice, they must remain under the supervision of a designated coach or staff member until a parent or guardian arrives.
- At no point should a minor athlete be left unsupervised or sent outside of the facility without confirmed parental pickup.
- **Exception:** Athletes who are of legal driving age and have their own transportation may leave the facility independently.

2. Immediate Parental Notification

- The removing coach must make a reasonable effort to speak with the parent or guardian on the same day, either in person at pickup or via telephone.
- If a direct conversation is not possible at the time of removal, the coach must leave a voicemail or send a message requesting a callback.

3. Head Coach Notification

- The Head Coach must be informed of the swimmer's removal on the same day, with details regarding the reason for removal and any initial parent communication attempts.

4. Follow-Up Communication & Meeting Offer

- The removing coach, or another designated staff member, must continue to follow up with the parent or guardian until a phone or in-person conversation occurs.
- An in-person meeting must be offered to discuss the situation and any necessary steps before the swimmer returns to practice.

Implementation

This policy ensures that removals from practice are handled consistently and fairly, maintaining accountability, safety, and professionalism. All staff members are expected to adhere to these procedures to foster a positive training environment for all athletes.