

SOUTH COAST AQUATIC TEAM

CODE OF CONDUCT

As adopted by the South Coast Aquatic Team Board of Directors on October 11, 2006

The South Coast Aquatic Team is established to promote the sport of swimming and in the process help to develop the abilities and character of the individual swimmers. Therefore, in their interactions with teammates, other teams and coaches, and the general public, SCAT team members are expected to show respect for others and promote good sportsmanship.

SCAT swimmers are expected to encourage teammates in their swimming, cheer them on, and show respect for them and their possessions. Coaches expect SCAT swimmers to abide by pool safety rules, listen to directions and follow them, avoid interrupting, and refrain from horseplay.

A climate of respect is the foundation of our team. Therefore, team members will show respect for one another by refraining from insults, discrimination, intimidation, or harassment, including name-calling, hitting, or inappropriate touching.

The team is committed to providing an atmosphere of healthy sportsmanship free of any kind of harassment, including sexual harassment, (which includes harassment based on gender, gender identity, pregnancy, childbirth, or related medical conditions), and harassment based on such factors as race color, religion, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, or veteran status. The team strongly disapproves of and will not tolerate harassment of members by members. Similarly, the team will not tolerate harassment of its members by non-members with whom team members come into contact (e.g. at competitions, sharing locker rooms, at team-sponsored social events, etc). Harassment includes verbal or physical (contact and non-contact) conduct that creates an intimidating, offensive, or hostile environment or that interferes with an atmosphere of healthy sportsmanship. Such conduct constitutes harassment when: (1) submission to the conduct is made either an explicit or implicit condition of membership; (2) submission to or rejection of the conduct is used as the basis for a membership decision; or (3) the harassment interferes with a member's performance or creates an intimidating, hostile or offensive environment.

(Swimmer signature)

(Date)

(Parent/guardian signature) (Date)

SOUTH COAST AQUATIC TEAM DISCIPLINARY CODE AND PROCEDURES

While every circumstance cannot be anticipated, the following information is provided in order to aid in identifying behavior the team finds undesirable, and in so doing, help to prevent such behavior. In the event of an occurrence, however, the classifications set forth below will be used as a guideline.

The Disciplinary Code shall apply to all behavior occurring during an activity or function that is associated with SCAT, including but not limited to: swim practice, swim meets, team trips, team outings and events. Class I also addresses behavior by members of SCAT occurring outside of SCAT team activities.

The types of objectionable behavior shall be divided into the three classifications listed below:

Class I—Behavior considered very severe and disruptive, possibly life-threatening and/or in direct violation of governmental laws.

Examples include but are not limited to:

Sale or distribution of illegal drugs, conviction of felony, or fighting that results in the severe bodily injury of any person, *regardless of whether at a club activity or not.*

Disciplinary procedure:

- Immediate interim suspension of the swimmer may be initiated by the Head Coach.
- A review of the incident by a quorum or more of the Board of Directors. The parents/guardians and subject swimmers will be given the opportunity to be present. The Head Coach shall also be present in an advisory role. The facts shall be presented by the board president or designee.
- The board decision will be mailed to the parents/guardians and swimmers within one week, or upon completion of investigation.

Class I Recommended Discipline:

- May result in membership termination* or other action as determined by the Board of Directors.

Class II—Behavior that is considered disruptive or detrimental to one's self, other members of the team, or the general public. Such behavior may lead to the possible harm of the individual or others, or cause significant damage to the reputation of the club and /or coaches.

Examples include but are not limited to:

Unacceptable behavior at SCAT practices, meets, or functions. This behavior may include, but is not limited to theft, vandalism, or possession or use of illegal drugs, alcohol, or tobacco.

Disciplinary procedure:

- Review of the incident by a quorum or more of the Board of Directors. The parents/guardians and subject swimmers will be given the opportunity to be present. The Head Coach shall be present in an advisory role.
- The facts shall be presented by the board president or designee.
- The board decision will be mailed to the parent/guardian and swimmer within one week, or upon completion of investigation.

Class II Recommended Discipline:

- 1st Offense: A warning, or suspension from the team for a period of time to be specified by the Board of Directors.
- Should the board decide that a warning is the appropriate disciplinary action, the Board designee and Head coach will contact the member who has violated the Code of Conduct, and his or her parent/guardian, review the infraction, and advise the member to modify his or her behavior accordingly.
- If suspension is the recommended disciplinary action, the board will notify the swimmer and parent/guardian of the length of the suspension. The board may also establish conditions of participation so that the swimmer and parent or guardian understands behavioral expectations when the swimmer returns.
- Repeated offenses may result in suspension from the team or termination* of membership.

Class III—Behavior that is somewhat disruptive, does not portray SCAT in a good light, and other actions that are not in compliance with good behavior as a member of the team or society in general.

Examples include but are not limited to:

Unacceptable behavior at SCAT practices, meets, or functions, such as abusive or disruptive language or behavior, insubordination to members of the coaching staff, chaperones, or others, or other acts of misconduct as determined by the coaching staff.

Class III Disciplinary Procedure:

Handled by the coaching staff. Parents will be notified depending on the severity or frequency of the problem. The head coach will contact the parent/guardian and the Board of Directors if the discipline involves suspension from practice or meets. A Disciplinary Record form will also be completed. One copy will be directed to the parent/ guardians, one to the Board, and one retained in the swimmer's file.

Class III 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 offenses may result in the offense being considered a Class II Behavior.*

Grievance process:

When conflicts arise, team members are expected to discuss them respectfully and work with the coach to resolve their differences. If good faith attempts at resolution fail and

problems persist, a team member who believes that another member's behavior constitutes a violation of this Code of Conduct may file a written grievance with the Board President or Vice President. A parent or guardian may also file a grievance on behalf of their child. The grievance should give the nature of the complaint, who was involved, when the incident(s) occurred, and any follow-up information.

Please note that this process is not designed to ostracize any swimmer, but to give swimmers honest feedback and an opportunity to correct behaviors so that they and their teammates can achieve their personal best.

The board will request a written response from the swimmer/swimmers noted in the grievance. The board will then investigate the grievance. A parent or guardian will be contacted prior to all interviews of subject swimmers.

A quorum or more of the board and the head coach will review the information gathered. If the board in its discretion finds evidence of misconduct, the recommended discipline outlined above will be used as a guideline. The Board of Directors will make every effort to ensure that there is no favoritism or partiality in the investigation of grievances or subsequent disciplinary actions. If a board member is directly involved in the grievance, they must recuse themselves from the investigation/vote. The board will communicate its decision in writing to the subject swimmers and parents/guardians.

A team member who wishes to appeal a disciplinary decision made by the board should do so by writing the President of the Board, stating any additional pertinent facts. The request will be reviewed at the next board meeting to determine whether reconsideration is appropriate.

*A terminated member may petition the board for reinstatement after a period of one year.

(Swimmer signature)

(Date)

(Parent/guardian signature) (Date)

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Signature Page

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I have read the South Coast Aquatic Team Code of Conduct, and by signing my name I understand what my team stands for and will uphold respectful behavior.

Secondly, I have read the South Coast Aquatic Team Disciplinary Code and Procedures and understand how disciplinary issues will be handled.

(Swimmer signature)

(Date)

(Parent/guardian signature) (Date)

**Please read/review the South Coast Aquatic Team Code of Conduct and
Disciplinary Code and Procedures.
Sign and return this page to the SCAT Payment Box.**