

LVSC Discipline Policy

Overview

The purpose of the LVSC Discipline Policy is to set standards and expectations to create a safe and productive environment for athletes to learn and grow. This policy covers the template action plan for LVSC parents, staff, and Board members to follow in the event of behavior concerns, issues, or offenses. This action plan applies to situations involving athletes, or other parties during or surrounding swim activities (i.e. family members, parents, coaches, BOD members, officials, etc.). There are many sample situations and considerations included in this document, however it is impossible to predict all possibilities because every potential discipline scenario is unique. LVSC staff will act in the best interests of the swimmers and program in all behavior and potential discipline situations to determine the appropriate course of action based on the information available.

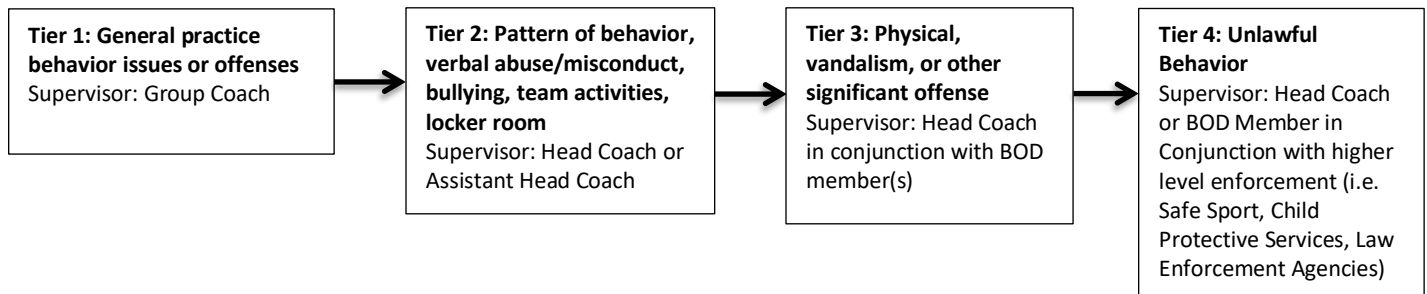
The discipline policy works closely in conjunction with more specific policy documents including:

1. USA Swimming's Minor Athlete Abuse Prevention Policy (MAPP)
2. Athlete Code of Conduct
3. Coach Code of Conduct
4. Parent Code of Conduct
5. LVSC Mission Statement
6. LVSC Locker Room Policy

USA Swimming Safe Sport Model Policies and Guidelines will serve as LVSC policy in all situations not covered in this document or the above listed documents.

Behavior Issue Flow Chart and Breakdown

The following chart represents the Supervisor in charge of determining information and appropriate action on each Tier of offense. Each supervisor is responsible for determining if the offense warrants moving the offending party to the next tier for evaluation. *In all situations where a Supervisor is unsure, offending party should be placed in the next Tier for evaluation.* Supervisors are required to take action as quickly as reasonably possible and offending parties should be removed from the current practice or activity if there is a possibility of the offending action continuing. Suspensions or other loss of team privileges will be determined by Head Coach in conjunction with BOD and/or higher level enforcement agencies.



Adults are to be held to the highest possible standards. Please be sure to review the Parent and Coach Code of Conduct. Tier 2 scenarios involving an adult as the offending party will automatically be reviewed as a potential Tier 3 situation to be reviewed by the Head Coach in conjunction with the BOD.

The following chart represents example behaviors/offenses that will place a person in each tier, and potential discipline responses. Evaluation in a tier does not mean final determination in this tier. For

example, Head Coach may evaluate a situation with a BOD member as a “possible” Tier 3 incident, and after evaluating, determine the situation is only a Tier 2 offense. This is not a comprehensive list and team leaders (coaches, Board members) will consider all available information and act in the best interest of the offending party or parties, and program in all decisions:

Tier 1: General Practice Behavior Issues or Offenses		
Examples:	Parental Contact	Possible Discipline Procedures
<ul style="list-style-type: none"> - Disrespecting Coach or teammate - Non-threatening verbal offense - Excessive Splashing - Distracting Other Swimmers - Improper passing or other lane etiquette - Swimmer to swimmer argument - Not listening or following instructions 	<ul style="list-style-type: none"> - At Coach's discretion - Text, email or informal meeting when deemed necessary - For pattern of behavior, Coach will initiate contact 	<ul style="list-style-type: none"> - Verbal warning - Sit out for set or other period of time - Lane change - Removal from practice - Pattern of behavior will require movement to Tier 2 (and informing Managing Coach)

Tier 2: Pattern of Behavior, Verbal, Bullying, Team Sponsored Activity, Locker Room		
Examples:	Parental Contact	Possible Discipline Procedures
<ul style="list-style-type: none"> - Repeatedly targeting certain swimmer(s) - Continuously pattern of Tier 1 issues and/or practice behaviors - Bullying - Comments of age inappropriate and/or of a sexual nature - Pushing or other dryland offenses - Frequent distraction in practice - Inappropriate locker room behavior or speak - Poor representation of LVSC at a team sponsored activity or swim meet - Poor sportsmanship or verbal abuse of official at swim meet - Breach of Code of Conduct, locker room, travel, social media, or other team policies 	<ul style="list-style-type: none"> - Contact required in all Tier 2 situations - Managing Coach (Head Coach or Asst Head Coach) will contact in writing - Schedule an in-person meeting if deemed necessary 	<ul style="list-style-type: none"> - Verbal warning - additional offense will lead to suspension - Removal from meet, practice, and/or team sponsored activity - Loss of locker room privileges - Suspension - Letter of apology - Probationary period - Physical acts of aggression without negative intent (as defined in Code of Conduct – i.e. five stars, towel whip) require immediate removal from competition or minimum 2-day suspension if they occur in practice

Tier 3: Physical, vandalism, or other significant offense		
Examples:	Parental Contact	Possible Discipline Procedures
<ul style="list-style-type: none"> - Intentional and inappropriate touching or physical contact - Fighting - ANY Vandalism - defacing of any property (facility and/or personal property) - Petty theft - i.e. taking others caps, goggles, etc. - Verbal use of a sexual nature to another with greater than 2-year age gap - Repeated targeting/bullying behavior - Repeated pattern of Tier 2 issues 	<ul style="list-style-type: none"> - Immediate and required - BOD will be informed - Meeting will be set with - Supervising coach, BOD member, parent, & swimmer 	<ul style="list-style-type: none"> - Full Suspension Required - Probation required upon return - Possible loss of locker room, meet, team activity or other team privileges - Possible termination of contract

Tier 4: Unlawful Behavior		
Examples:	Parental Contact	Possible Discipline Procedures
<ul style="list-style-type: none"> - Sexual misconduct - Illegal possession and/or use of weapons - Possession and/or use of illegal substances - All other unlawful acts 	<ul style="list-style-type: none"> - Immediate and required - BOD involved - Contact of higher level enforcement agency - Information collected and kept in writing - Any meetings will involve multiple parties 	<ul style="list-style-type: none"> - Full suspension required - Return to team not guaranteed - Potential termination of contract - Reporting to USA Swimming, Safe Sport and other relevant agencies - Potential ban from all USA Swimming activities

Discipline Procedures for Adult Offense

Adults determined to be in violation of Code of Conduct and/or LVSC Discipline Policy may be subject to discipline procedures. All discipline for an adult must be reviewed by the BOD. Each situation is unique and will be treated individually, and this is not a comprehensive list of possible discipline procedures:

- Restriction of volunteer options
- Loss of volunteer privileges
- Letter of apology
- Limitation or suspension of deck privileges at practices and/or meets
- Full suspension
- Termination of Contract (Member)
- Termination of employment (Coach)
- Removal from the BOD
- Reporting to USA Swimming

Factors Considered in All Disciplinary Actions

When reviewing an action, incident, situation, and/or event(s), LVSC will take into consideration a variety of circumstances including, but not limited to, the following factors (in no particular order):

- Violation of code of conduct
- Number of offenses on file
- Remorse or acknowledgement of behavior
- Child endangerment
- Violation of the law
- Prior complaints / review action
- Blatant disregard for the rules and policies
- Likelihood of continuation of offense

Collection of Information

In many scenarios a coach or other supervising body may not have directly witnessed an event, incident or offense. Swimmers and parents are encouraged to report any concerns they have to their Group Coach or Group Managing Coach for review and consideration. In all situations, LVSC staff will make every effort to respect the privacy of the individual(s) involved. However, information will be collected as quickly as possible. This includes (not limited to) screenshots of texts, emails, social media posts, all written correspondence, talking with other coaches/parents, talking/meeting with the offending party, talking/meeting with teammates, talking/meeting with officials.