



## Policy # 5 – Swimmer Code of Conduct

Rev – 1.4

Approved by the MMSC Board on August 25, 2020

The goal of this policy is to promote a positive experience for all Marlin swimmers and ensure that we are providing a fun, safe, and positive learning environment for all the participants and spectators.

All members of the Mighty Marlins Swim Club (MMSC) must follow the Code of Conduct as listed below while at practices, meets, and other team sponsored activities. Failure to comply will result in disciplinary action as appropriate.

### SWIMMERS

As a participant of the MMSC program, I agree to the following:

1. I will act in a sportsmanlike manner towards my teammates and fellow competitors.
  - a. Understand proper lane etiquette and refrain from behavior that will inhibit the progress of my fellow swimmers.
  - b. Show respect to coaches and meet officials.
  - c. Refrain from showing anger with competition results. Marlins never throw caps or goggles.
2. I will be respectful and supportive of my teammates whenever and wherever possible.
  - a. Marlins cheer for Marlins.
  - b. Marlins refrain from any/all hurtful behaviors including but not limited to fighting and/or physical harm, teasing, name calling, ignoring, exclusion, etc. Furthermore, Marlins do not encourage others to engage in these negative behaviors.
  - c. Marlins do not use profanity or insulting gestures at practice, meets, locker rooms or team functions.
  - d. Marlins present themselves as a team, wearing team t-shirts and swim caps to meets.
  - e. Marlins have a positive attitude, always do their best, and have FUN!
3. I will act in a sportsmanlike manner towards members of the team and their family members.
  - a. I will maintain a positive and supportive attitude towards all Marlins and their families.
  - b. I will not use inappropriate language or gestures.
  - c. I will refrain from any harmful behaviors including but not limited to negative team gossip, degrading gestures, or physical threats or harm

4. I will respect and follow the directions of the coaching staff during practice, meets and other team activities.
  - a. Marlins respect the decisions of the coaches and the officials.
  - b. Marlins arrive on time to all meets and practices.
  - c. Marlins respect the property of the Marysville Pilchuck pool facility and any other facility the team may visit or use. Marlins do not cause damage, disrespect, or litter in any way.
5. During swim meets, I will place all electronic devices away at the start of warm-up and refrain from using for the duration of the meet.
  - a. Usage of electronic devices during meets will result in forfeiture of the device to the coach on deck for the remainder of the meet.
6. Swim Meet Magic: To facilitate a positive meet experience, we want to encourage all swimmers to do the following:
  - a. Keep all electronic devices away while on deck
  - b. Respect each other's space and property
  - c. Don't share food or drink, or ask for others food or drink
  - d. Keep your hands to yourself
  - e. Refrain from any displays of affection during a meet
  - f. Support our teammates, by watching all races we have a swimmer participating in
  - g. Support swimmers from all teams
  - h. Clean up after yourself

#### Swimmer Disciplinary Action

1. Minor Offenses: Includes disruptive or disrespectful behavior.
  - a. First offense: The swimmer will receive a verbal warning from the coaching staff to stop the inappropriate behavior. The coaches may require the swimmer to sit out of an activity.
  - b. Second offense: Parents and/or guardians will be informed of inappropriate behavior and included in a plan to rectify the issue.
  - c. Third offense: Swimmer may be removed from practice and sent home for the remainder of practice.
2. Objectionable Offenses: Includes but is not limited to verbal or physical harm, theft, vandalism, or repeated minor offenses.
  - a. First offense: Although the coaches and MMSC Board retain full discretion, an immediate verbal warning upon incident and removal from practice or situation may be necessary. Parent will be contacted and included in a plan to rectify the objectionable behavior immediately. The appropriate discipline may be determined to be suspension (length of time to be determined\*). Suspension or being asked to leave event (practice, meet, banquet, etc.) will result in forfeit of any dues or fees. Additional requirements may be imposed such as parental supervision for future activities for a determined period of time.

- b. Second Offense: Although the discretion noted above remains, the recommended discipline for a second objectionable offense is suspension from the team for a period of up to a year as deemed appropriate\*.

\*Terms of suspension shall be spelled out by the MMSC Board and coaches and must be adhered to by the swimmer/parents in order to be reinstated at the end of the suspension period. In the most severe cases it may be determined to terminate membership.

If any swimmer or parent is in violation with the above Code of Conduct, discipline will be handled in the format outline according to the severity of the offense. Parents will be treated in a fair and respectful manner and asked to comply with Code of Conduct. If parent discipline is necessary, the individual has the right to request a grievance or appeal to the MMSC Board but agrees to adhere with the board's decision.

#### Grievance/Appeal Process

If a swimmer or parent feels that he/she is not being treated in accordance with the above expectations, they should ask to schedule a meeting with:

1. The Head Coach and/or Assistant Coach(s) or
2. The MMSC Board. (Head coach and assistant coaches may be included in meeting as deemed appropriate or as requested by parents).