



TEAM CODE OF CONDUCT POLICY

Athlete Code of Conduct

As an authorized representative of MESA Aquatics, Southern California Swimming LSC, and USA Swimming, I will comply with the following guidelines:

1. The possession or use of alcohol, tobacco products or controlled substances by any athlete is prohibited.
2. Team members and staff will attend all team functions including meetings, warm-ups, practices, competitions, etc., unless otherwise excused or instructed by the Head Coach.
3. Team members and staff will refrain from any illegal or inappropriate behavior that would detract from a positive image of Mesa Aquatics, Southern California Swimming LSC, or USA Swimming or be detrimental to its performance objectives.
4. Team members will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
5. Any additional guidelines for the team will be established as needed by the Head Coach and Board of Directors.

_____ *Initial*

Competition Code of Conduct

1. No swimmer shall attend a meet unless accompanied by a parent or a chaperone arranged for by the swimmer's parents.
2. Meet attendance and arrival/warm up times, which are set by the Head Coach, are to be strictly adhered to by all team members.
3. In general, it is preferred that team members check with the coaches prior to leaving a meet. Should it become necessary for a swimmer to leave a meet early, his/her coach must be notified.
4. Swimmers are required to meet with their coach before and after each of their events.
5. In prelim and final meets, all swimmers who qualify to compete in the finals are expected to participate in the finals. All team members are strongly encouraged to return to the finals sessions to support the team and take advantage of the opportunity to learn from watching the finals. At times, alternate and relay positions open up that need to be filled.
6. Relay teams are picked based on competitive swim times, however, conduct and attendance at practices and other team functions will be a factor in relay team designations at the Coach's discretion.
7. All team members are expected to follow the team uniform policy. Be proud to wear your MESA black/red/white team colors. Our personal appearance shall be neat and appropriate at all times.

8. Swimmers are expected to sit with the team and participate in all team meet activities and team meetings.
9. Team members and parents are expected to display proper respect and sportsmanship toward coaches, officials, meet administrators, and fellow competitors.
10. As a matter of team pride and courtesy to the meet host, swimmers are expected to leave the MESA Aquatics team area in a neat and clean condition at the conclusion of each session of the meet.
11. All questions swimmers or parents may have concerning meet results, an officiating call, or the conduct of a meet, should be referred to the **MESA coaching staff only**. Our coaches, in turn will pursue the matter through appropriate channels.
12. In accordance with the USA Swimming rules, parents are expected to remain in the spectator area and off the immediate competitive deck unless they are working the meet in an official capacity.
13. All team members are reminded that when traveling on trips, competing in meets, and attending other team related functions, you are representing both yourself and the MESA Aquatics program. Your behavior must positively reflect the high standards of the club.
14. All swimmers and parents traveling with the team will attend all team functions and are expected to know all travel/meeting schedules and strictly adhere to them. Coaches will establish warm-up times and other trip related timetables as needed. Being prompt and on time is essential.
15. Swimmers are to refrain from inappropriate physical contact.
16. When traveling, swimmers are expected to be quiet and respect the rights of teammates and other hotel guests.
17. Violations of these rules will result in disciplinary action, including the possibility of being sent home from the meet at the expense of the swimmer's family.

Initial

Parent Code of Conduct

As a parent of a swimmer and member of MESA Aquatics, I will abide by the following guidelines:

1. Practice *TEAMWORK* with all parents, swimmers and coaches by supporting the values of *Discipline, Loyalty, Commitment and Hard Work*.
2. As a parent, I will not coach or instruct the team or any swimmer at a practice or meets (from the stand or any other area) or interfere with coaches on the pool deck.
3. Demonstrate good sportsmanship by conducting myself in a manner that earns the respect of my child, other swimmers, parents, officials and the coaches at meets and practices.
4. Maintain self-control at all times. Know my role:
 - i. Athletes – Swim**
 - ii. Coaches – Coach**
 - iii. Officials – Officiate**
 - iv. Parents – Parent**
5. As a parent, I understand that criticizing, name-calling, use of abusive language or gestures directed toward the coaches, officials, and/or any participating swimmer will not be permitted or tolerated.
6. Parents will refrain from any illegal or inappropriate behavior that would detract from a positive image of Mesa Aquatics, Southern California Swimming LSC, or USA Swimming or be detrimental to its performance objectives.
7. Enjoy involvement with MESA Aquatics by supporting the swimmers, coaches and other parents with positive communication and actions.

8. Parents are to refrain from distracting the Coach during team practices; including discussing upcoming meet events; status of swimmers abilities etc. It is best to communicate after practice and/or through e-mail (www.mesaaquatics.com for contact info for each Coach).
9. All communication with all MESA Staff and team members is to be conducted respectfully. While disagreements are inevitable, derogatory communications whether verbal or via e-mail will not be tolerated.
10. During competitions, questions or concerns regarding decisions made by meet officials are directed to a member of our coaching staff. **Parents address officials via the coaching staff only.**
11. Timing is a requirement when attending away meets, even when an assigned timing position may prove to be inconvenient; we as a team are responsible to fulfill this requirement.
12. Pets are not allowed anywhere on the pool deck. (Please keep in mind that this is considered a health hazard and not intended to be discriminatory towards our furry friends.)

Should I conduct myself in such a way that brings discredit or discord to MESA Aquatics, Southern California Swimming LSC or USA Swimming, I voluntarily subject myself to disciplinary action (see Disciplinary Code and Procedures). MESA Aquatics maintains the right to terminate any membership with or without cause in the interest of our vision, mission and objectives.

Initial

Disciplinary Code and Procedures

MESA Aquatics is established to promote the sport of swimming and in the process help to develop the character of the individual swimmers. For the orderly operation of MESA Aquatics certain rules and regulations and procedures for enforcing same must be established.

It is the expressed intention of MESA Aquatics to set forth procedures that will aid in identifying behavior the club finds undesirable and define a process for addressing an alleged occurrence.

Therefore, be it resolved that the following shall be the Disciplinary Code & Procedures for MESA Aquatics:

This Disciplinary Code shall apply to all behavior occurring during or at an activity or function that is associated with MESA Aquatics including but not limited to: swim practice, swim meets, team travel trips, team outings, or individual group outings and addresses objectionable behavior by members of MESA Aquatics occurring outside of club activities. The types of objectionable behavior shall be divided into three (3) classifications:

Class I

Shall deal with the behavior that is considered very severe and disruptive, possibly life threatening and/or in direct violation of governmental laws. These are actions that are so detrimental that it is not desirable to have such a person associated with the team.

Class II

Shall deal with behavior that is considered disruptive; having a detrimental effect on one's self, other members of the team, or the general public; causes significant damage to the reputation of the club and/or their coaches; leading to the possible injury of self or other persons.

Class III

Shall deal with behavior that is somewhat disruptive; behavior that does not portray MESA Aquatics in a good light; and other actions that are not in compliance for good behavior as a member of a team or society in general.

Class I Objectionable Behavior:

Unacceptable behavior, including, but not limited to: Sale or distribution of illegal drugs; conviction of felony and/or fighting that results in the severe bodily injury of any person (regardless whether at a club activity or not).

Disciplinary Procedure:

1. Board shall send notice of hearing to parent/guardian and swimmer via certified mail.
2. Hearing before Disciplinary Committee consisting of three members of the Board of Directors chosen by a majority of the Board with parent/guardian and swimmer being given the opportunity to be present; the facts shall be presented by the Board President or his/her designee; Head Coach shall be present in advisory role.
3. Disciplinary Committee decision to be mailed to the parent/guardian and swimmer within one week via certified mail.

Recommended Discipline:

May result in membership termination or other action as determined by the Board of Directors. (Note: Termination will be at the expense of the swimmer's family. There will be no refunds of monthly dues, commitment fees etc.)

Class II Objectionable Behavior:

Unacceptable behavior, including, but not limited to: Possession or use of illegal drugs, alcohol, or tobacco, theft, or significant vandalism. Derogatory communications (severe); including verbal or via e-mail with any members of MESA including Coach's, Board Members and other team members.

Disciplinary Procedure:

1. Board shall send notice of hearing to parent/guardian and swimmer via certified mail.
2. Hearing before Disciplinary Committee consisting of three members of the Board of Directors chosen by a majority of the Board with parent/guardian and swimmer being given the opportunity to be present; the facts shall be presented by the Board President or his/her designee; Head Coach shall be present in advisory role.
3. Disciplinary Committee decision to be mailed to the parent/guardian and swimmer within one week via certified mail.

Recommended Discipline:

1st Offense - Suspension* from the team for a minimum period of 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 minimum period of sixty (60) days of the swimmer's season (these days may extend into the swimmer's next season, if needed).

3rd Offense - Shall be considered a violation of Class I Objectionable Behavior and handled according to the disciplinary proceedings of Class I Objectionable Behavior.

* Terms of suspension shall be spelled out by the Disciplinary Committee and must be adhered to by the swimmer and parent/guardian in order to be reinstated by the Committee at the end of the suspension period. During the periods of suspension, swimmers remain a member of MESA Aquatics and thereby all dues and fees are still due in full from the swimmer. The swimmer cannot be reinstated until any fees and/or dues that are in arrears are paid in full. Additionally, during periods of suspension,

all volunteer work session requirements remain the responsibility of the swimmer and parent/guardian and any missed volunteer sessions will be charged in accordance with the then current Volunteer Fee Schedule. (I.e. if suspension occurs during a home meet swimmer and/or parent/guardian is still required to meet their volunteer and monetary obligations as assigned).

Class III Objectionable Behavior:

Unacceptable behavior, including, but not limited to: minor vandalism, being disruptive in practices or meets, abusive language or behavior, insubordination to members of the coaching staff, chaperones, or others, littering, other acts of misconduct as determined by the coaching staff. Derogatory communications; including verbal or via e-mail with any members of MESA including Coach's, Board Members and other team members.

Disciplinary Procedure:

1. Handled by the Coaching Staff (Parents will be involved if anticipated discipline will result in a suspension).

Exception: All derogatory communication violations under Class III will be handled by the Disciplinary Committee.

Recommended Discipline:

As determined by the Coaching Staff (including but not limited to, extra laps, clean-up duties, written essays, suspension from practice, and/or suspension from meet(s)). Repeated Class III offenses may result in the offense being considered a Class II Objectionable Behavior.

During all investigations into allegations of Class I & II offenses, involving questioning or interviewing of the subject swimmer, a parent/guardian of such swimmer shall be present.

Initial

Implementation of Policy

(Initial/sign and return)

- Your signature of this document constitutes unconditional agreement to comply with MESA Aquatics Team Policy.
- Failure to comply with Codes of Conduct as set forth in this document may result in disciplinary action (see Disciplinary Code & Procedures).
- Such discipline may include, but is not limited to:
 1. Dismissal or Suspension from the team;
 2. Disqualification from one or more events, or all events of competition, including team travel

Athlete Name (Print)	Date
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Athlete Name (Print)	Date
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Athlete Name (Print)	Date
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Parent/Guardian (Print)	Parent/Guardian Signature	Date
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