

Amendment to MAVS Handbook – approved August 2021 board meeting.

Insert Page 5 after the following section.

Create a Positive Environment

MAVS is a non-profit, volunteer run organization. There will always be room for improvement in the club's operations and the pace at which those improvements are made will vary as volunteers' available time and skills allow. To foster a positive environment and culture members shall:

- Refrain from negative talk and actions (concerns and questions should be directed to a coach or a board member)
- Refrain from discussing coach competency and club operations in the presence of swimmers
- Proactively volunteer and contribute your time and skills to the club

Previously Sanctioned Parent/Guardian(s)

In the event that a parent/family has had conflict with either the coaching staff, club philosophy or board members that has not been rectified through positive interactions and mutual compromise, written sanctions will continue/have been issued from the Board of Directors.

If a parent/guardian(s) have received written sanctions from the Mavericks, the following process needs to be followed if they intend to continue with the club. The intentions of this process are for transparency of swim families in hopes to create an open communication and foster a positive swim environment for all involved with the Mavericks Swim Club.

1. A "face to face" sit-down meeting will take place that the beginning of the swim season. Parents will read through the Parent Responsibilities of the Code of Conduct and sign off agreeing to be a positive supporting parent of the club's philosophy. All efforts will be made to support the parent/family to continue to be part of the Okotoks Mavericks Swim Club. The Previously Sanctioned Issues will be discussed/identified so that parent/guardian(s) can work with the Okotoks Mavericks Swim Club to ensure continued opportunities for their swimmer(s).

2. As the swim season progresses, in the event that the parent/family has not supported their responsibilities, the parent/guardian(s) will receive another written sanction, resulting in their not being allowed in the "pool area/facility" for viewing practice or competitions for a duration ranging between 30-90 days. They will simply provide drop off/pick-up services for their child, who will continue swimming with the club. These sanctions are not intended to impact the swim

development/growth of the child, but are necessary to curb the negative behaviours of the parent/guardian(s) and their effects on the Mavericks Swim Culture.

3. Upon the completion of said duration, the parent/guardian(s) will sit down with the President/Vice President of the Club at a face to face meeting to outline the next steps for their reintegration to the Swim Club allowing parent participation at the appropriate events. (Viewing area for practice/cheering section at swim meets/participation with club events/etc.)

4. In the event that said parent/guardian(s) does not comply with the written sanction/pool area ban and the sanctioned behaviours continue to persist, then the situation will escalate so that the entire family, swimmer(s) included, are immediately removed from the Mavericks swim club. Any fees that are outstanding will be the responsibility of the family.