

North Jeffco Swim Team Discipline Policy

It is a violation of North Jeffco Swim Team ("NJST") policy for a swimmer to do any of the following while on an NJST chaperoned travel trip (a "Travel Trip") or at any other NJST function (including home meets, non-travel away meets, team practices, and official NJST parties and meetings), in each case, irregardless of whether the swimmer is 18 years of age or older (each, a "Violation"):

- be present in the hotel room of anyone of the opposite gender (other than the hotel room of the swimmer's parent/guardian) or allowing anyone of the opposite gender (other than an NJST coach, NJST chaperone, or the swimmer's parent/guardian) to be in the swimmer's hotel room unless in accordance with the guidelines set forth in the Swimmer Code of Conduct,
- use or possess, or attempt to purchase, alcohol, tobacco products, controlled substances (other than the swimmer's own prescription medications), or weapons (including guns, knives, and martial arts weapons),
 - abuse over-the-counter medications,
 - participate in any illegal activity not specifically covered by another provision of this paragraph, including shoplifting or other theft, vandalism, and use of a fake identification card,
 - be present in a bar, liquor store, strip club, adult entertainment venue, or any other establishment with a minimum legal admittance age of 18 or above,
 - participate in any gambling activity, whether in person or electronically (for purposes of this policy, purchasing and redeeming lottery tickets will not be deemed "gambling"),
 - possess, view, listen to, or attempt to purchase, view, or listen to any pornographic material, including audio materials, hard copies, and electronic materials (e.g., via a cell phone, iPod, computer, or any other similar electronic device),
 - create, view, or share with or electronically send to others any inappropriate sexual images of the swimmer or of any other person (i.e., "sexting"),
 - engage in consensual sexual conduct with another person (for purposes of this policy, holding hands, hugging, and kissing will not be deemed "sexual conduct"),
 - engage in any behavior which would constitute unlawful sexual behavior under the laws of the State of Colorado or of the state in which the behavior occurs, including sexual assault, unlawful sexual contact, indecent exposure, and public indecency ("Unlawful Sexual Behavior").

A. If a swimmer commits any Violation while on a Travel Trip, the consequences will be as follows:

1. For a first-time Violation of any type:

a. The swimmer will not be allowed to participate in any Travel Trip for one year from the date of the Violation unless the swimmer travels separately from the rest of the team with an adult chaperone (who cannot be one of the NJST chaperones for that Travel Trip or an NJST coach) who will be solely responsible for the swimmer at all times during the Travel Trip. For purposes of this policy, "travel separately with" means fly, drive, room (with no other swimmers other than family members), and eat with the adult chaperone. The swimmer will be allowed contact with the team only while at the pool for practices and competition. It is preferable for the swimmer and chaperone to fly on different flights and stay at a different hotel than the rest of the team. However, if the swimmer is on the same flight(s) and/or staying at the same hotel as the rest of the team, the swimmer will not be allowed contact with any team members during travel or while at the hotel. Any such contact which is deemed by an NJST coach or chaperone on the trip to be purposeful and willful (as opposed to accidental) may be deemed by the NJST Board of Directors (the "Board"), at its discretion, a "Violation" under this Policy.

b. If the swimmer does not have a full year left with NJST because he or she will be leaving for college during that time period, then in addition to the consequence set forth in a., above, then after the date that the swimmer leaves for college, the swimmer will not be allowed to practice or compete with NJST during school breaks (e.g., holidays, spring break, summer break) for one year after the date of the Violation.

c. Within two months after the date of the Violation, the swimmer will provide written and verbal apologies to the Board and the swimmer's parents, to the coaches and chaperone who went on the Travel Trip at which the Violation occurred, and to all members (whether they went on that Travel Trip or not) of the swim practice groups that were represented by swimmers on that Travel Trip. The apology is to be given individually by the swimmer (i.e., not a group apology by all swimmers involved in a single incident).

d. The swimmer will perform not less than 12 community service hours within the four months following the date of the Violation. At the discretion of the swimmer's coach, up to four of those hours may consist of working at an NJST home meet during the younger swimmers' sessions, so long as such meet takes place within four months of the date of the Violation. The activit(y)(ies) to be performed to fulfill all other service hours to NJST will be set by the Board, at its discretion.

e. In addition to the above consequences, if the swimmer is caught committing the Violation while still on the Travel Trip, the swimmer's parents/guardians will be called and the swimmer will be held out of the remainder of the meet and sent home immediately at the swimmer's family's expense.

f. The swimmer and the swimmer's parents/guardians will be notified in writing by a Board member that if there is a second Violation of any type by the swimmer, the swimmer will be permanently expelled from the team.

Failure by the swimmer to comply with any of the consequences set forth in a. - d., above, will be deemed a second Violation (see A.2., below).

If, in a single incident, the swimmer commits two or more Violations (e.g., drinks alcohol while in a room with swimmers of the opposite gender), the consequences set forth in this Section A.1 will apply. If a swimmer is found to have committed multiple types of Violations spanning different time frames while on a single Travel Trip, all Violations after the first may be deemed by the Board, at its discretion, a second Violation (see A.2., below).

2. For a second Violation of any type (whether or not of the same type as the first Violation), the swimmer will be permanently expelled from the team.

B. Notwithstanding the consequences for a first Violation set forth in A.1, above, NJST reserves the right (1) to impose more severe consequences, including immediate and permanent expulsion from the team, for a first Violation which is deemed by the Board, at its discretion, to be too serious to be dealt with under this policy (including any Violation which involves Unlawful Sexual Behavior or any other criminal activity), and (2) to not impose any one or more of the consequences set forth in A.1 where the Board determines, using its good faith reasonable judgment, that imposing such consequence(s) (a) may expose the swimmer accused of the Violation and/or other NJST swimmers to additional mental or physical harm, or (b) may interfere with or have other unintended consequences in connection with a police investigation related to the Violation.

C. For a Violation while at any NJST function other than a Travel Trip, and for a breach of any NJST policy other than a Violation, whether on a Travel Trip or at any other NJST function, appropriate consequences will be decided upon by the swimmer's coach and/or the Board; provided, however, that any such Violation which involves Unlawful Sexual Behavior or any other criminal activity, will be decided upon by the Board.

Adopted effective as of November 5, 2014 (replaces and supersedes North Jeffco Swim Team Discipline Policy which was adopted effective as of February 1, 2010)