

## **RULES AND REGULATIONS OF MONTROSE MARLINS CLUB**

### **GRIEVANCE POLICY AND PROCEDURE**

1) When you have a complaint regarding your child, we expect you to use the following procedure to solve the problem.

- 1) The athlete should speak with the coach first.
- 2) The parent should then speak with the coach.
- 3) If the parent feels the problem is not remedied, the parent should meet with the coach and the Board Representative.

Swimmers or parents not complying with this procedure risk expulsion from the club.

2) Parents and/or swimmers are expected to call the coach to set up a meeting time away from meet or practice site. Parents should be considerate and choose appropriate times to call. We do not feel it is advantageous for either parent or coach to discuss decisions during practice or meets. If a coach is approached during a meet, please know that the coach has been instructed to terminate the conversation and walk away. We will not tolerate hostile, aggressive confrontations to any of the coaching staff, or towards other athletes and/or other parents. If this type of behavior does happen, the person involved and the athlete will be dismissed from the club with no refund of the participation fee.

3) The recommended meeting times for parents to speak with the coach is a scheduled time either before or immediately following practice. Please call the coach to arrange that time.

4) Placement in designated swim group is determined by the coach and is based on age, readiness, maturity, attitude, attendance, performance, and skill. Athletes are guaranteed the right to practice and will be given the opportunity to earn advancement to the next level.

### **SWIMMER AND PARENT BEHAVIOR**

Belonging to Montrose Marlins is a privilege and should not be construed as a right. This privilege can be revoked at the discretion of the Marlins Board. The Club will not tolerate swimmers or parents who behave in a manner which is disruptive or detrimental to the Club and its function.

### **SWIMMER BEHAVIOR**

Each swimmer, as a condition to Club membership, agrees to abide by the USA Swimming Participant Code of Conduct which includes the USA Swimming Disciplinary Policy. In addition, the Montrose Marlins has adopted, and each swimmer/parent must agree to follow, the Swimmer Code of Ethics and a Swimmer/Parent Code of Conduct

Swimmer Code of Ethics: A swimmer is not merely an individual; a swimmer also represents both the team and the Club. A swimmer's conduct reflects not only the coach's training, but the philosophy of the entire Club as well.

### **PARENT BEHAVIOR**

The Club recognizes and is understanding of parent emotions related to competitive sports. The major issues which arise relate to team placement of swimmers, placement at meets and criticism of coaching decisions and behavior. *Coaching decisions are not subject to parental interference.* Parents may make inquiries for clarification, but should not confront the coach on a disagreement. Coaches are not obligated to take abuse. If a coach's behavior is demeaning or detrimental to the welfare of a swimmer, the parent may submit the issue to the Montrose Marlins Board.

### **CLUB DISCIPLINE**

Club discipline is based upon what is best for the swimmers, and in some cases, the Club. The coach is the primary focus of control for discipline. At this level, discipline can remain informal and at a low profile. If it is determined by the coach that steps taken have not remedied the problem, the Marlins Board of Directors may be consulted for assistance.

### **APPEAL CLUB DIRECTOR'S DECISION**

Disputes regarding policy and instructions/directions covered in this handbook are not open to appeal. You may appeal all other dispute judgments made by the Board in writing within 5 days of the board's decision. Appeals will be reviewed, evaluated and brought to conclusion by a committee comprised of the club coaches and board members. The response to the appeal will be sent out within 5 days.

### **CLUB COMMUNICATIONS**

Information regarding Club activities will be posted on our web site @ [www.montrosemarlins.com](http://www.montrosemarlins.com). Some changes may be expected. Please check the website or contact your coach during the season. Our primary form of communication is email. It is the parent's responsibility to provide an accurate email address to receive all information. You will not be receiving phone calls or postal mailing in addition to emails to provide you with current information.

## **HANDBOOK ACKNOWLEDGMENT**

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTAND, AND ACCEPT THE INFORMATION IN THE MONTROSE MARLINS TEAM HANDBOOK. I RECOGNIZE THAT MY ELIGIBILITY FOR PARTICIPATION IN THE CLUB IS CONTINGENT UPON MY FOLLOWING THE SPIRIT OF ITS CONTENTS.

---

Parent Signature

---

Date

---

Swimmer Signature

---

Date

## **WAIVER OF LIABILITY**

I, THE UNDERSIGNED, INTENDING TO BE LEGALLY BOUND FOR MYSELF, MY HIERS, EXECUTORS AND ADMINISTRATORS, WAIVE AND RELEASE ANY AND ALL RIGHTS AND CLAIMS OF ANY KIND WHATSOEVER THAT I MAY HAVE AGAINST MONTROSE MARLINS SWIM CLUB AND ALL OTHER PARTIES AND REPRESENTATIVES, SUCCESSORS, AND ASSIGNS FOR ANY AND ALL DAMAGES WHICH MAY BE SUFFERED BY ME OR ANYONE. I AM RESPONSIBLE FOR AS A RESULT OF MY ATTENDANCE AT ACTIVITIES SPONSORED BY MONTROSE MARLINS SWIM CLUB. EFFECTIVE MAY 1, 2010 UNTIL THE DURATION OF MY MONTROSE MARLINS PARTICIPATION ENDS.

---

Parent Signature

---

Date