



## ***Williston Sea Lions Athlete Code of Conduct***

### **1 WSL Swimmer Conduct**

For the safety of the swimmers and protection of the organization, the following rules governing the pool, locker rooms and behavior of persons representing the club have been adopted by the WSL swim team:

- Swimmers must be able to listen to and follow the coach's instructions.
- No pushing in any area.
- No running on deck.
- No one allowed on diving boards
- Swimmers are expected to support and be respectful of each other—giving support and encouragement while demonstrating good sportsmanship.
- All swimmers must be on time for warm-ups, but no earlier than 15 minutes before the scheduled practice time
- Swimmers must wait until a coach is present before being on deck.
- All swimmers must leave the pool promptly at the end of the practice session.
- Swimmers will wait for rides at the main entrance.
- Locker rooms are to be left clean. No food, gum, candy or drinks are allowed.
- Use of cell phones and/or cameras in the locker room is strictly prohibited.
- No vulgarity (language or gestures) is allowed.
- Swimmers come to practice to swim—be ready on time, be ready to workout.
- If a swimmer is ill, or otherwise cannot attend practice, the Head Coach should be contacted by phone or email.
- No other behavior deemed by the Head Coach or Assistant Coaches to be unsafe or unacceptable will be permitted.
- All persons representing the WSL and USA Swimming will conduct themselves, at all times, in a manner to uphold the reputation of the club
- The use or possession of tobacco, alcohol or any controlled substances as defined by the ND law is prohibited.

## 2 LOCKER ROOMS

All swimmers may use the locker rooms provided. WSL is not responsible for theft from locker rooms, so plan accordingly with valuables, etc. Food is not allowed in locker rooms. Use of cell phones and/or cameras in the locker room is not allowed. Swimmers are asked to maintain positive behavior and language while using all locker rooms. Swimmers are also expected to CLEAN UP after themselves. Swimmers are expected to use the facilities quickly for showering and changing. In general, show respect for others, their property, and their privacy. Limit use of showers so everyone has an opportunity to shower after practice. Any unacceptable conduct or disruptive behavior may cause a swimmer to lose the privilege of using the locker rooms.

## 3 BEHAVIOR

For the orderly operation of the swim team, the following rules, regulations and procedures have been established. These procedures will aid in identifying behavior that the WSL finds objectionable and sets forth a process for addressing an alleged occurrence of such behavior. These procedures shall apply to all objectionable behavior occurring during or at an activity or function that is associated with the WSL, including but not limited to swim practices, swim meets, team trips, team outings, or individual group activities, and shall also apply to objectionable behavior by members and athletes occurring outside of WSL activities.

### 3.1 Class I Objectionable Behavior

**Unacceptable Behavior:** Class I Objectionable Behavior shall consist of behavior that is considered disruptive; has a detrimental effect on one's self, other swimmers, parents, coaches, officials, or the general public; constitutes a significant violation of WSL's code of conduct or other team rules or policies; causes significant damage to the reputation of WSL and/or its coaches; and/or causes physical or emotional injury to other persons. This behavior includes but is not limited to:

- Sale, distribution, possession or use of drugs, other than those prescribed by a physician or properly used over-the-counter medications;
- Sale, distribution, possession or use of alcohol or tobacco;
- Theft of property;
- Significant vandalism;
- Fighting (regardless whether at a WSL activity or not);
- Use of verbal or physical aggression including taunting, harassment and name calling with the intention of hurting another person emotionally or physically; and
- Repeated violations of Class II Objectionable Behavior.

### 3.1.1 Class I Investigation Procedure

1. A claim will be investigated thoroughly by a designee of the Board of Directors, involving only the necessary parties. Confidentiality will be strictly maintained. The investigation will include a meeting with the member or athlete alleged to have engaged in the objectionable behavior, sharing with that member or athlete the nature of the allegations and when appropriate the name of the person bringing the allegations.
2. After investigation, the Board of Directors shall deliver a notice of hearing to the member or athlete, and to the parents or guardian of a minor member or athlete, in person or by certified mail.
3. A hearing shall be conducted before a quorum of the Board of Directors with the parent/guardian, member or athlete being given the opportunity to be present. The facts shall be presented by a designee of the Board of Directors, and the applicable head coach shall be present. The parent/guardian, member and/or athlete shall be given a reasonable amount of time to present arguments.
4. After the hearing, if the Board of Directors determines that disciplinary action is warranted, the Board of Directors shall use its best judgment to impose a reasonable level of discipline in consideration of the relevant facts and circumstances.
5. The Board of Directors' decision shall be delivered to the parent/guardian, member and/or athlete within one week of the hearing in person or by certified mail. The decision of the Board of Directors shall be final and binding.

### 3.1.2 Recommended Actions

- **1st Offense** - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership, termination of all rights to use the aquatic facility for swim team purposes, suspension\* from the applicable team for a period up to thirty (30) days of the athlete's season (these days may extend into the next season, if needed) or a written behavioral plan.
- **2nd Offense** - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership, termination of all rights to use the aquatic facility for swim team purposes or suspension\* from the applicable team for a period up to sixty (60) days of the athlete's season (these days may extend into the next season, if needed).
- **3rd Offense** - Disciplinary action determined appropriate by the Board of Directors, which may include but not be limited to termination of membership or termination of all rights to use the aquatic facility for swim team purposes.
- \*Terms of suspension shall be spelled out by the Board of Directors, and may prohibit an athlete from participation in practices or meets, being on deck or participation in other team activities. The terms of suspension must be adhered to by the member and/or athlete, and the parents or guardian of a minor member

or athlete, in order for reinstatement by the Board of Directors at the end of the suspension period. All dues and fees accruing during the suspension period shall, if so determined by the Board of Directors, be due in full from the member or athlete. If any dues or fees are unpaid, the member or athlete shall not be reinstated until such time as all fees and/or dues are paid in full.

## 3.2 CLASS II OBJECTIONABLE BEHAVIOR

**Unacceptable Behavior:** Class II Objectionable Behavior shall consist of behavior that is somewhat disruptive; does not portray WSL in a good light; constitutes a minor violation of WSL's code of conduct or other team rules or policies; and other actions that are not in compliance for good behavior as a member of a team or society in general. This behavior includes but is not limited to:

1. Minor vandalism;
2. Disruptive behavior in practices or meets;
3. Rude or disrespectful language or behavior;
4. Insubordination to coaches, officials, chaperones or others;
5. Littering; and
6. Other acts of misconduct as determined by the coaches.

### 3.2.1 Class II Procedure

1. Violations of Class II Objectionable Behavior shall be handled by the applicable head coach. Parents or guardians of a minor member or athlete shall be involved by the coach if the anticipated disciplinary action will result in a suspension from practice, meet or other activity.
2. Any member or athlete aggrieved by, or concerned about, a decision of a coach may request reconsideration by the Board of Directors. Upon such request, the procedure applicable to Class I Objectionable Behavior shall be followed.

### 3.2.2 Recommended Actions

- As determined appropriate by the applicable head coach. Disciplinary action may include, but is not limited to, extra laps or practice, clean-up duties, conference with coach and/or parent/guardian, written behavioral plan and/or suspension from practice, meets or other activity.
- If a coach determines that disciplinary action is warranted, the coach shall use his or her best judgment to impose a reasonable level of discipline in consideration of the relevant facts and circumstances.
- Repeated Class II Objectionable Behavior may result in the offense being considered a Class I Objectionable Behavior.

## ***Williston Sea Lions Athlete Code of Conduct Declaration Form***

I have read and understand the Williston Sea Lions Swim Club Code of Conduct and accept all the rules, regulations and conditions as outlined therein (including this declaration). I further agree to follow all directions as they are given by the Team Staff.

I understand that any violation of any part of the Code of Conduct, Staff direction or team information sheets (including this declaration), can result in any or all the following:

- Being scratched from any or all remaining events.
- Being sent home, at once, at either my or my parent's expense.
- Not being allowed to represent WSL Swimming on any future team events.
- All other disciplinary actions as deemed appropriate by WSL Swimming and team staff.

I understand that I have the right to appeal disciplinary actions through the processes established by USA Swimming and WSL Swimming.

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Swimmer Signature

Date

I, the undersigned Parent/Guardian of \_\_\_\_\_

have read and understand the Code of Conduct, this form and all other team information sheets and have ensured that my son/daughter fully understands the content. I declare that I agree to and support the Code of Conduct, this form and all other team information sheets and all consequences as they relate to non-compliance.

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Parent/Guardian Signature

Date