



SOUTH LAKE AQUATIC CLUB

Team Handbook

Established September 2020

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SOUTH LAKE AQUATIC CLUB MISSION

Mission:

To provide a safe, healthy, and inclusive competitive swimming environment that will foster the ideals and life skills necessary to be consistent and purposeful in pursuit of excellence athletically, academically and emotionally.

Purpose:

To provide our swimmers with expert, detailed and objective instruction at a reasonable cost to our community.

Values:

Honesty, integrity, family, friendships, service, excellence, hard work, dedication, achievement. We value, develop, and reward all our team members regardless of skill level.

Objectives:

- As a USA Swimming (USA-S) team and in full support and in accordance with the objectives of USA Swimming, the South Lake Aquatic Club promotes the ideals of integrity and fairness, positive environment, safety, leadership, excellence, innovation and creativity.
- We provide expert instruction in skills associated with competitive swimming.
- We provide an environment to encourage the full development and participation of all swimmers with the focus on realizing maximum individual potential at a pace appropriate for each individual.
- Through participation with our program, swimmers will be taught personal responsibility and accountability, sportsmanship and citizenship through positive reinforcement and recognition of the individual's pursuit towards accomplishing defined goals.
- Provide a well-educated and professional coaching/teaching staff whose interest is in the development of the team and the individual swimmer.
- Promote family and community support and involvement in competitive swimming.
- Provide opportunities for swimmers at all levels to participate in competitions and other club oriented activities.
- Through training excellence, focus and direction provided by its coaching professionals, our swim team is committed to excellence in competition, both individually and as a team, at the highest level: regionally, nationally, and internationally.
- Creating a positive environment where excellence is inevitable.

The SLAC coaching staff and club administrators are firmly committed to the philosophy and objectives of the program. We expect each parent and swimmer to understand and adhere to these principles and objectives and encourage every member to strive toward building the strongest team possible, both individually and as a unit.

Organization:

SLAC is a coach owned team supported by the not-for-profit SLAC Booster Club. We derive our funds from membership dues, fundraising events and sponsorship. We spend these funds primarily on coaching costs, pool space, equipment, and social functions for the swimmers. We sponsor social events to provide a social atmosphere outside the pool environment.

Structure:

South Lake Aquatic Club is a member of Florida Swimming (FL), which in turn is a subdivision of USA Swimming. [USA Swimming](#) is the National Governing Body (NGB) for amateur competitive swimming in the USA. USA Swimming is responsible for the selection of USA National Teams, which compete at the Olympic and World Championships as well as other international competition. SLAC competes in meets at all levels of the USA Swimming program, both regionally and nationally. Part of the commitment of the South Lake Aquatic Club is to develop national and international level swimmers.

SLAC PRACTICE GROUP INFORMATION

Practice Groups:

The South Lake Aquatic Club is divided into several practice groups according to both age and ability level. Each practice group has distinct objectives and goals, which help swimmers develop their skills to their full potential and move from one practice group to another with ease. Group changes are made by coaches on an as-needed basis, when changes are deemed beneficial for the swimmer. For each group, a typical practice involves a combination of stroke technique and physical conditioning, with stroke instruction emphasized for the younger/developmental swimmers and conditioning becoming more important for more experienced swimmers.

Bronze:

The Bronze group is an introductory training group for young and/or inexperienced swimmers. This group is designed to introduce kids to the sport of swimming while allowing maximum opportunity to participate in other activities. Coaching emphasizes proper technique of the four competitive strokes. Swimmers in this group will participate in intra-squad and SLAC Lightning hosted swim meets, as well as meets around the central Florida area. No level of practice attendance is required for this group but it is recommended that swimmers maintain at least a 60% attendance average in this group.

Silver:

This developmental training group emphasizes the fundamentals of the four competitive strokes by means of drills, and the introduction to interval training. Swimmers in this group will compete in intra-squad/ SLAC Lightning hosted swim meets, meets around the central Florida area, and 1-2 times a year they will have the option to travel with the team out of area to other regional meets.

Swimmers in this group will target the Area 2 Championships as their end of season meet. No level of practice attendance is required for this group but it is recommended that swimmers maintain at least a 60% attendance average in this group.

Gold:

This training group is our top age group training level. Practices will focus on stroke technique through drills, interval training, and endurance based sets. Coaching will still focus on proper technique, while also building endurance. Swimmers in this group will compete in SLAC Lightning hosted swim meets, meets around the central Florida area, and 1-2 times a year they will have the option to travel with the team out of area to other regional meets.. Swimmers in this group will target the Florida Age Group Championships and Area 2 Championships as their end of season meet. No level of practice attendance is required for this group but it is recommended that swimmers maintain at least a 65% attendance average in this group.

Senior 1:

This training group is for the advanced age group swimmer and aspiring high school aged athlete. Training in this group is for committed, motivated swimmers, and emphasizes serious training in preparation for higher levels of swimming. The group will focus on stroke refinement, aerobic training, and strength building. Senior 1 level swimmers have achieved, or are striving for, FLAGs (Florida Age Group Championships) and Senior Champs time standards. Swimmers in this group will compete in SLAC Lightning hosted swim meets, meets around central Florida, as well as other out of area meets. Swimmers in this group should maintain at least 75% practice attendance.

Senior 2:

This training group is designed for high school swimmers who are experienced and very proficient. Swimmers who qualify for state and sectional level meets, and are working towards achieving national level time standards. Coaching equally emphasizes conditioning and fundamentals offering the determined swimmer an excellent opportunity to improve rapidly. Swimmers in this group will compete in SLAC Lightning hosted swim meets, meets around central Florida as well as meets in the regional/national area. Strong practice attendance is necessary at this level. Practice attendance must be above 85% in this group.

Swimmer Practice Schedules + Guidelines

Practice schedules can be found on the team website. Always be punctual. Arrive at the pool in time to be on deck at the start of the practice and with the proper equipment. We understand, on rare occasions, swimmers may be late. If you have another activity on a regular basis, be sure to advise the coach of your conflict. Plan to stay for the entire practice session. Some of the swimmer's best efforts occur at the end of practice. If you need to leave early, be sure to tell your coach before the practice session. SLAC would like to have every swimmer succeed at the highest possible level. If you have a conflict that makes the usual practice attendance difficult, discuss it with your coach so that he can make an appropriate arrangement. Changes in practice schedules do happen, due to meets, holidays, and the weather. These changes will be announced on the team website and sent

via both email and text notifications. Changes due to meets and holidays will be announced at least 2-4 days prior to the day of the change/cancellation.

Inclement Weather Policy:

Practice schedule disruptions due to thunderstorms are fairly common here in central Florida, especially during the summer and fall months. Due to this, the coaching staff will try to be very fluid with schedule changes. In general, we will follow these guidelines:

- Coaches will attempt to make cancellation calls at least ½ hour before the start of a scheduled practice.
- Should weather become an issue within ½ hour of a scheduled practice start time the coaches will guide group members through either dryland or video sessions.
- Should weather conditions continue to be an issue and would prevent use of the pool for ½ of the scheduled practice time, coaches will make the call as to whether they should cancel the remainder of the practice. If practice is canceled then swimmers will be instructed to contact their families for early pick up.
- When the call to cancel is made, coaches will notify affected families by making use of the email, text, and push notifications available with Team Unify and the OnDeck app. All families should have entered their SMS info and verified their phone number at registration. All families should also enter and verify on the Team Unify site all email addresses they want used for these notifications. All families should also download the Team Unify app, OnDeck, and should enable push notifications. We will also frequently use the SLAC parent facebook group as an additional way to notify families of cancellations.
- Please do not call, text, email or post in the facebook group with questions about whether there will be practice or not. **Plan for success! Plan that there will be practice.** If a practice needs to be canceled the coaches will use the multiple methods described above to spread the word. Otherwise, the coaches will be busy running and/or preparing for practices.
- Should hurricanes or other more severe weather disrupt our schedule, coaches will try to give 24-48 notice.

We are fortunate to have a Thorguard system at our facility. This is a primary tool used by the coaches to determine potential schedule changes. A link to our Thorguard website is available [here](#).

A note on group placements:

Our number one goal is to produce happy and fast swimmers who continue to improve throughout their time with SLAC and beyond, should they choose to swim at the college or masters levels. When working to place each swimmer, we've considered many criteria including; practice and meet attendance, ability and desire to handle the practice load, age and school year. Should you have questions about your swimmer's placement please remember the "48 hour rule." Please take time to process the information and avoid sending any messages which might unnecessarily strain your relationship with the coaches or question our judgement. Also please remember, your swimmer has had several months to show us what path is best for them to progress. Parents may want to please

their swimmers who will say that they will work harder if they're moved. Or, swimmers might say they want to move with their friends. But, each swimmer needs to prove their commitment to the sport through their actions rather than ask for a move they have yet to earn. We will make these wholesale group changes on an annual basis. The coaches will make individual adjustments, bridge athletes between groups, and provide additional training opportunities as we feel are warranted throughout the year. Please allow the coaches and your swimmers this flexibility by avoiding the desire to compare your swimmer to others in terms of results or practice levels. We will have to stop this practice of blending groups should we have too many team families comparing their swimmers to other team members.

SLAC FEE STRUCTURE AND DETAILS

SLAC Lightning 2020-2021 Fee Schedule			
Group	Monthly Dues	Annual SLAC Registration Fee	Annual USA Swimming Registration
Bronze	\$80	\$100	\$75
Silver	\$105	\$100	\$75
Gold	\$125	\$100	\$75
Senior 1	\$160	\$100	\$75
Senior 2	\$185	\$100	\$75

- The annual SLAC registration fee will be charged once per family rather than per swimmer.
- A %10 discount to monthly dues for each additional swimmer will be provided to families with multiple swimmers.
- An annual option will be available during the August registration process which will provide a 10% discount from the monthly dues rate.
- Additional costs to plan for; practice equipment, suits, goggles, caps, and meet fees.
 - Most meets charge fees through an Athlete/Facility surcharge, a heat sheet fee, and a per-swim “splash fee.” Meets typically run \$25-\$30 per swimmer per day.
 - SLAC will charge \$10 per swimmer coaching fee for each meet.

- Swim meets will be billed when SLAC sends payment to the meet host.
- Monthly dues will continue to be billed on the 1st of the month.
- By registering with SLAC Lightning, the parent(s)/guardian(s) acknowledge that membership in Florida Swimming is required. The annual Florida Swimming registration fee of \$75.00 will be charged to my credit card during this registration process for each athlete I am registering. Florida Swimming membership will be valid until December 31st, 2021. This fee is collected annually during our August registration. For new swimmers, registrations will cover competitions from September 1, 2020-December 31, 2021.
- For registrations after September, 2020: Swimmers transferring mid-year to SLAC from another USA Swimming Club who are already registered with USA Swimming for 2021 will receive a credit to their account for this registration minus the required \$5.00 Florida Swimming transfer fee.
- Membership in SLAC Lightning programs is continuous until August 31, 2021. An athlete's membership will not be held or cancelled for injury or illness unless written documentation by the athlete's physician is provided to the SLAC coaching staff (coachalex@southlakeaquatics.com). Lack of attendance to practice sessions, or advising the coach, does not constitute automatic hold or cancellation.
- However, if you should choose to leave the SLAC Lightning team, you must provide a 30-day written notice to the Billing Coordinator.
- Payment options are as follows:
 - Annual: Available at start of competition year in August. Full payment at time of registration. This charge will be at a 10% discount from the monthly fee option.
 - Monthly: Time of registration, October, 2020, November 2020, December 2020, January 2021, February 2021, March 2021, April 2021, May 2021, June 2021, July 2021, August 2021.
- For any of our payment options, the first payment is charged to the credit card on file at time of registration. Additional payment(s) is charged to the credit card on file on the 1st of the month(s) listed. If the charge is declined, a \$35.00 decline charge will be assessed to the account. A \$20.00 late fee will be assessed to the account if the payment due has not been received by the 15th of the month.
- It is the responsibility of each account holder to keep all billing and contact information updated at all times. Coaches and administrators rely on the account contact information frequently.

SLAC MEET INFORMATION

How to sign up for a meet:

Each family will be contacted via email with meet announcements as they are posted on the website. The timing of this initial email varies by meet host, as we have to wait for their meet packet to be posted to the Florida Swimming website. This email will also be sent again 7 days prior to the meet entry deadline posted on our website.

You must log-in to the web site and select the meet, then click on "Attend this event" to declare your swimmers intent to swim. The meet sign up will allow for you to pick days or sessions at the meet. You can find the correct days/session for your swimmer in the meet letter which can be found on the event page. If you are not certain which sessions are for your swimmer select all and the coach will make the correct selections. You may also note in the comment section if your swimmer is unavailable any days/sessions. The coach will see this information when selecting events. If not noted otherwise, your swimmer will be signed up to swim on all days. This signup must be done prior to the deadline we have posted on our website.

The coaches will try to leave a small window between our deadline and the official meet entry deadline in case parents forget to sign up. Should you miss the deadline by a small window, please email your coach about the possibility of being added to a meet.

After the coaches have completed entries we will notify families via team email and/or our team updates that events are posted. Please review entries after receiving this notice. The event selection process online is a tedious one and coaches need a second set of eyes to review each swimmer's entries. Issues caught at this time are often easily corrected. Should you wait until the week or day of a meet it will likely be too late to correct any issues.

Once the host's entry deadline has passed, all swimmers still entered are responsible for meet entry fees, regardless of their participation.

SLAC Volunteer Expectations:

In the spirit of simplification, our expectations for volunteering are straight forward.

It is expected of all SLAC families to volunteer for at least ONE session at any home event in which your swimmer is participating. You may sign up in advance for volunteer positions on our team website prior to the event.

It is expected of all SLAC families to donate to each major swim event's hospitality room. These will be posted in advance for sign up.

This is the minimum expectation for volunteering, but additional participation is strongly encouraged. Volunteer expectations are subject to modification. Parents will be notified if any changes are made.

TYPES OF SWIM MEETS:

Our team attends "Invitational" meets hosted both by our team and teams around the central Florida area. They are held on Saturdays and Sundays (and with some meets having events on Friday night). At an invitational you can expect warm-up to last one hour and the competition to last approximately four hours.

Swimmers from the Senior and Gold may qualify for "Championship" meets both in the state of Florida and across the country. While we do take travel costs into consideration when forming our

meet schedule, families in these groups should expect to travel to their championship meets as they will usually be out of town.

SLAC TEAM UNIFORM:

Invitational Meets- All SLAC swimmers, including those in an "unattached" status, must wear our team suit at each swim meet that they are representing the Lightning.

Championship Meets- At the instruction of Coach Alex and/or Coach Gibb only, 13 and over swimmers may be given permission to wear an **ARENA** "technical" or "competition" suit. USA Swimming does not allow these suits for 12 and under swimmers. For more on the USA Swimming 12&Under technical suit rules, [click here](#).

All Meets- SLAC swimmers will display our team unity and pride in our look at swim meets with all swimmers and family members wearing SLAC team apparel.

If you have questions regarding any of our equipment required reach out to Coach Gibb or Coach Alex.

SWIM MEET PROTOCOL:

- Warm up occurs before each meet. Warm-ups last from 30 to 90 minutes prior to the start of the swim meet.
- SLAC swimmers should arrive at the pool at the designated Check In Time. See the team email blast coming from the coaches the week of the meet for this information. It's typically at least fifteen minutes prior to the team's scheduled warm up time. All SLAC swimmers are expected to sit together as a team.
- Parents should plan ahead and send swimmers with all snacks and other items they will need. Parents should be prepared to sit away from swimmers. Coaches/Athletes/Officials areas will be separate from spectator areas as is required under USA Swimming and Safe Sport guidelines.
- SLAC swimmers are responsible for knowing which events he/she is swimming and for being to their lane on time. For younger swimmers, coaches can write event numbers, heats and lane assignments on the swimmer's hand or arm. SLAC coaches will assist new and young swimmers to their heat and lane assignments.
- SLAC swimmers should report to the coach prior to each race to prepare for their upcoming swim.
- At the conclusion of each race, younger swimmers should report immediately to their coach. Older swimmers warm down first and then see their coach. This gives the coach and swimmer the opportunity to discuss the race and provide meaningful feedback regarding their performance.
- At most meets, electronic timing is used. The official time is typically the one appearing on the scoreboard as the swimmer touches the touchpad. However, if a swimmer misses the touchpad or there is a mechanical failure, the timing and score keeping officials analyze all backup times to determine the official final results.

- Between races, swimmers are expected to support their team by cheering, resting, and staying warm. Swimmers also are expected to stay hydrated and maintain their energy levels with light nutritious snacks.
- Please check with the coach before leaving the meet. Make sure your child has completed all his/her races including relays.
- IMPORTANT – If your child is unable to attend a meet due to illness or an emergency please notify the coaching staff immediately via e-mail. If you cannot reach an SLAC coach, please contact another swimmer participating in the meet and ask him/her to relay the message. If you pull out late from a meet for any reason, you will still be responsible for the entry fee.

HOW CAN YOU HELP YOUR SWIMMER PREPARE FOR UPCOMING COMPETITION?

Remember, you don't swim, your child does. Don't do it all for them. If children receive opportunities easily, they tend not to appreciate nor take full advantage of them. "Holding their hand" may seem like loving, caring parental thing to do, but it isn't. It does not teach your child personal responsibility, self-management or self-discipline. The most important thing you can do to help your child achieve his/her swimming goals is to help him/her develop as a person with real independence and self-management skills. You prepare them for life; let the coach prepare them to swim fast.

At the same time, there are some things only you can do to help your swimmer do to prepare:

- Swimmers should get as much rest as he/she can the weekend and week before a meet.
- Swimmers should get as much rest as possible in between sessions.
- Swimmers should go to bed early the night before the meet.
- Swimmers should eat properly staying away from junk food and drink plenty of water and other nutritious drinks.
- Parents should be positive about their swimmers performance – let coaches coach.

WHAT TO BRING TO A SWIM MEET?

SLAC swimmers are required to wear the team swimsuit and the team cap. Other team apparel is optional but strongly encouraged, as wearing the complete team uniform promotes team unity and pride and greatly aids spectator recognition.

Parents and other non-swimmers should dress lightly. Pools are usually hot and humid. Shorts and t-shirts are appropriate – even at winter meets. Wear shoes that you don't mind getting wet.

Checklist for the Swim Meet:

- SLAC team suit
- 1-2 SLAC team caps (coaches will have additional caps available for purchase)
- 1-2 pairs of goggles
- 2 towels (at minimum)
- T-shirts, sweats, socks, shoes – bring multiples since things will get wet
- Something to sit on – we recommend collapsible chairs, old blankets or sleeping bags
- Quiet games or books

- Water bottle, nutritious snacks and drinks or the money to purchase them from the concession stand
- Coaches will provide a team shade tent for the swimmers. This is the area where SLAC swimmers are to remain during a meet unless preparing/swimming an event.

SWIM MEET ETIQUETTE:

While representing the South Lake Aquatic Club, swimmers are expected to wear SLAC apparel only.

While wearing SLAC uniform, individual swimmers must remember that his/her actions and words reflect upon the entire team and he/she should act accordingly. Each swimmer's actions reflect the Lightning team pride.

USA Swimming and Florida Swimming safety rules require that parents stay off the pool deck unless officiating or working for meet management.

Please see an SLAC coach if you have a question concerning meet results, an officiating call, or the conduct of the meet. The coaches will pursue the matter when appropriate.

As a matter of team pride, SLAC leaves the team area neat and clean at the conclusion of each competitive session.

SLAC swimmers are expected to swim each event entered and to consult with SLAC coaches prior to making a late entry.

In a prelims/ finals competition, SLAC swimmers qualifying for finals are expected to compete in finals.

When receiving awards in public, good sportsmanship is essential. SLAC coaches expect swimmers to be prompt, wear a team uniform, and cooperate fully with dignity and respect during the presentation. Be polite and modestly thankful. It is appropriate to congratulate other swimmers and receive congratulations with poise and courtesy. If photos are taken, remain until shooting is complete and cooperate with the photographer. The image you present is a reflection on the team.

TRACKING SWIMMER'S IMPROVEMENT:

You can track the times of your swimmer by logging onto our SLAC website (or using the OnDeck app), or by looking at the USA Swimming website. Tracking times can be great for goal setting, especially for older swimmers, but swimmers and families should always strive for enjoyment first with the sport of swimming. If fun comes first then fast times will come next.

PRELIMS AND FINALS MEETS, WHAT ARE THOSE?

Championship meets usually have 2 rounds of competition per day for swimmers aged 11 and over. In the morning, ALL swimmers compete in the PRELIMINARY SESSION. Here swimmers qualify by time to compete in the FINALS SESSION. The number of swimmers that return to the finals session depends on the number of lanes in the pool and the meet format. If multiple heats of swimmers return to finals in each event, the second fastest heat is known as the CONSOLATION HEAT. In prelim/ finals meets, team points are only scored during the finals session. Swimmers who qualify for

finals MUST either swim or SCRATCH. Swimmers who fail to scratch and fail to swim in finals may be disqualified from additional events during the remainder of the meet.

- If you do not know how to scratch, see your coach.
- If you aren't sure if you qualified for finals, see your coach.
- If you are planning to scratch, please see your coach prior to making the final decision.
- Before leaving a preliminary session of a meet, ALWAYS check in with your coach.

DECK SEEDED / CHECK IN EVENTS:

At many meets, events longer than 200 yards or meters are deck seeded. Deck seeded events require the swimmer to check in stating his/ her intention to swim. Ideally, deck seeding longer events saves time by eliminating empty lanes and extra heats. Ultimately, swimmers are responsible for checking in, although the coach most of the times helps. Swimmers and coaches are notified ahead of time of all check in deadlines.

SLAC CODE OF CONDUCT

SLAC Athlete's Code of Conduct:

Athletes are the core of the SLAC Lightning, and each athlete will strive to be the best that he/she can be. We expect athletes to show respect to their gifts and talents, each other, coaches, team parents, facility members, visiting teams, facility staff, and administrators. While a list of rules cannot cover every conceivable situation, the following principles guide and define expected conduct.

By enrolling into the SLAC Lightning program, each athlete agrees to the following:

1. Athletes will show respect for SLAC coaches, staff, other athletes, and administrators, as well as the OH-NTC facility, staff and property. Athletes will follow all facility and campus rules and policies.
2. Athletes will show a level of commitment and professionalism to their chosen sport and discipline, as well as true team spirit and unity.
3. Athletes will follow the directions of the coaching staff during practices, meets, and other team activities.
4. Athletes may only be on the pool deck during the time designated for their respective practice group. During training hours, athletes may not exit the building and/or pool area without explicit permission by a coach.
5. Athletes will refrain from all illegal or inappropriate behaviors, including racially or ethnically insensitive remarks or offensive language, as well as any behavior that would detract from a positive image of the team or be detrimental to its performance objectives.
6. Athletes recognize their role at swim practices and meets is to strive for excellence. Athletes must obey the directions of the coaches and chaperones at travel meets, including the separation of male and female swimmers from being in the same hotel room at any time without adult supervision and approval. Any demonstration of romantic involvement between athletes on property is forbidden.

7. Athletes will not speak disparagingly or complain about the team or SLAC staff. Athletes will stop rumors whenever he/she hears them.
8. Athletes will not initiate or participate in any bullying behavior.
9. Athletes will show respect for parents and other authority figures who may remind them of these rules, appropriate behavior, and conduct.
10. Athletes will respect the property of SLAC and of the National Training Center and any other facility the team may train or compete at. No athlete shall tamper with, cause damage to, or remove any property from the facility.
11. Athletes will not participate in any unsafe activities that may cause harm to themselves or others.
12. Athletes will not participate in activities that will be detrimental to the image or reputation of SLAC Lightning, Florida Swimming or USA Swimming.

Implementation:

Failure to comply with the Code of Conduct as set forth herein may result in disciplinary action, including, but not limited to the following:

1. Dismissal from practices, exclusion from the pool deck, dismissal from other team events, including competitions.
2. Suspension from the team followed by a probationary period.
3. Immediately being sent home, at the athlete's expense, from a travel meet.
4. Dismissal from the team.

Discipline Code of Conduct:

Discipline is an important component of learning. Good discipline is a way of achieving goals through teamwork and helping our athletes work to their highest potential. For the South Lake Aquatic Club, discipline is both redemptive and protective in nature. First, we will do all that is within our abilities to assist athletes in becoming good citizens to our community and examples of good character. Secondly, we will have a safe environment where all athletes are free to learn to their full potential. We will not permit one athlete or parent to create an unsafe atmosphere or disrupt the training process for other athletes.

We expect that most minor infractions will be addressed by the coach in cooperation with the parent. Repeated or more serious infractions will result in discipline according to the following scale:

Level 1 – Result in disciplinary action

- Continued disruptions or disorderly conduct
- Continued disrespect for other athletes, parents, coaches, facility members, visiting athletes and/or staff
- Profane or abusive language
- Excluding other athletes or bullying

Level 2 – Result in automatic and immediate suspension

- Fighting or threatening harm to another athlete/parent/visitor
- Stealing
- Intentional destruction of property
- Intimidating, harassing or hazing other athlete/parent/visitor(s)
- Lying
- Direct defiance of coaches, staff and/or administration
- Violating campus security policies

Level 3 –Result in expulsion/immediate termination (non-refundable)

- Possession of alcohol, drugs or weapons.
- Gross or repeated insubordination
- Gross sexual immorality
- Repeated fighting, violence or threats of violence

Parent's Code of Conduct:

Parents are an integral part of the SLAC Lightning. The SLAC Lightning program depends heavily on parental cooperation and support. Enrolling in the program is evidence of parent affirmation of this code of conduct; each parent agrees to the following:

1. I will make sure my child arrives at practices, meets and team functions on time each day, prepared to train and compete.
2. To encourage team morale and presence, athletes at meets and in training MUST wear SLAC Lightning team apparel such as; team suit, team cap, team t-shirt, uniforms. I will treat my child's coaches and administrators with respect as dedicated professionals in written and oral communication. I will maintain perspective and retain control of my emotions even when I feel frustrated with a coach or administrator of our team or another team. I will never, ever take a threatening tone of voice or posture with team or facility staff, or do anything that may feel intimidating to a team coach, athlete, visiting athlete, member, other parent, or administrator.
3. I will never lie to my child's coach or administrator to shield my child from the consequences of his/her behavior. I will always encourage honesty and truthfulness in my child. I will speak to the coach or coaches before I accept as true my child's version of an incident. I affirm that coaches and administrators act in good faith to get at the truth of a matter. Even if I disagree, I will accept the SLAC Lightning staff decisions as in the best interests of the swim program, athletes, and ultimately my child.
4. I will not speak disparagingly or complain about South Lake Aquatics programming or coaching staff, and I will stop rumors whenever I hear them.
5. I will keep all staff, athletes, members and other parents safe by following all facility policies for the aquatic center, keep locked doors shut and complying with all campus driving and parking regulations. I recognize that there is a heavy flow of traffic, athletes and spectators on campus and will do all that I can to be safe in my driving and actions.

6. I will not stand on the pool deck. I recognize the appropriate time to talk to a coach is not during any practices or meets, as the coach's focus is on the safety and training of the athletes. I will schedule an appointment to address any questions or needs I might have.

7. I agree to abide by the OH-NTC policies for swim team parent parking and practice observation. Parents are to use the back two rows of the front parking lot and are to only use the front circle for immediate drop off and pick up of swimmers. Parents may only enter the OH-NTC if they are paying members. Otherwise, parents are to observe practices from outside the fence on the south side of the pool.

South Lake Aquatic Club Lightning Team Rules:

1. Swimmers should ONLY be on pool deck during the time designated for their respective practice group. SLAC Lightning swimmers must enter through the front door of the building and show their SLAC membership card/photo at the Welcome Desk. Those parents who are facility members are welcome to use the facility and its offerings.

2. The use of the pool before and after practice is ONLY permitted for those members who have purchased a pool pass for their child (12 & under) or gym membership (for those 13 & over). Facility members may purchase a 10 visit pool pass at the Welcome Desk. Lifeguards must be shown the pool pass before swimming outside of designated practice time. SLAC families also may purchase OH-NTC facility memberships at the corporate rate through the SLAC coaching staff.

3. Please make sure to pack a towel for your swimmer before practice. SLAC Lightning team members are not allotted towel use.

4. Lifeguards on the pool deck have final say in regards to rule enforcement, pool closures due to weather or water conditions, lane assignments, and safety issues.

5. Locker rooms should be limited to changing and use of toilets. Hanging out, horseplay, littering, foul language, or aggressive behavior will not be tolerated in the locker rooms or on South Lake Hospital property, or at any other facility we may visit.

6. Children 6 years and older MUST use the locker room for their gender. We ask that parents of young children please plan accordingly.

7. Personal items are not to be left overnight or stored on the pool premises or in the locker rooms. All items left on premises will be placed in lost and found for a time period of 1 week. After this, it is up to the discretion of the National Training Center staff in regards to disposal. Personal items are not the responsibility of SLAC or OH-NTC facility staff. SLAC swimmers should bring their bags and personal belongings on deck each practice. No items should be left in the locker rooms.

8. Parents are welcome to watch practice from outside the south fence of the pool. We ask that parents approach the coaches with questions either BEFORE or AFTER practice, or reach out electronically. Approaching your swimmer's coach in the middle of practice is a distraction and will take away from that group's training.

9. Many of you may want to photograph your swimmer while at practice. SLAC does NOT permit photos to be taken on the pool deck due to liability reasons.

Florida Swimming Code of Conduct:

This event is held under the sanction of USA Swimming and Florida Swimming. The athletes, officials, coaches, volunteers, parents and spectators attending shall conduct themselves within the rules of these organizations, including Article 304 of the Rules and Regulations of USA Swimming – Code of Conduct. The guidelines listed below, which are not intended to be exhaustive, shall be adhered to at all meets in Florida Swimming.

Expectations:

- Respect for all persons and property.
- Respect for facilities and equipment.
- Respect for all staff, volunteers, and officials.
- Adherence to the rules and regulations of the venue in which the event is held.
- The following are strictly prohibited:
 - Cursing, swearing, racial remarks or any other form of verbal abuse.
 - Fighting or any other form of physical abuse.
 - Use or possession of non-prescription controlled substances or intoxicants.
 - Use or possession of any weapons.

Use of tobacco products.

Authority: USA Swimming has the following among its Codes of Conduct:

304.3.12 It is a violation of the USA Swimming Code of Conduct if there is any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a USA Swimming competition.

304.2.15 It is a violation of the USA Swimming Code of Conduct if there is any other act, conduct or omission which is detrimental to the image or reputation of USA Swimming or the sport of swimming.

Florida Swimming, the sanctioning agent of USA Swimming, has the following rule:

Section 239.2

Any individual displaying unsportsmanlike or disrespectful conduct in violation of the Florida Swimming Code of Conduct at a sanctioned or approved competition may first be warned, along with the Coach of Record for the team that individual represents, by the Referee or by Meet Management to cease such conduct. If the conduct is serious, or continues after the warning, the individual may be ejected from the pool deck and the venue. Ejection is at the discretion of the Meet Manager/Director or the Meet Referee.

In addition to ejection, the Meet Manager or Meet Referee shall report the incident in writing to the FS General Chair and the FS Executive Director, within 7 days of the incident. Subsequent to such report, the team with whom the person ejected is associated shall be fined as follows:

- 1st ejection assessed to a team in any 12 month contiguous period--\$100
- 2nd ejection assessed to a team in any 12 month contiguous period--\$250
- 3rd ejection assessed to a team in any 12 month contiguous period--\$1000

Any further incidents in a 12 month contiguous period shall result in the team being suspended from competition at any FS sanctioned or approved meets for a period of 75 days from the date of the incident.

SAFE SPORT INFORMATION

USA Swimming is committed to fostering a fun, healthy, and safe environment for all of its members. For that reason, we have in place a detailed Code of Conduct. Safe Sport also provides policies, education, a reporting structure, and tools that are intended to serve our members as we work together to maintain this environment.

To Deal with a Safe Sport Concern-

- USA Swimming (719) 866-4578 [Deal with a Safe Sport Concern](#)

To Report Directly to the U. S. Center for Safe Sport-

- Use the [online reporting form](#), call (720) 524-5640, or find more information at www.uscenterforsafesport.org

For other questions please contact the SLAC Safe Sport Coordinator Bill Kuminka (352) 455-0620 or bkuminka@gmail.com

MAAPP:

The SLAC Minor Athlete Abuse Protection Prevention Policy is available [here](#).

USA Swimming Safe Sport Trainings for parents and swimmers are available [here](#).

The Athlete Protection Training for swimmers ages 18&Up is available [here](#).

Best Practice Guidelines:

The following Best Practice Guidelines are strongly recommended for all USA Swimming members.

1. Parents should be encouraged to appropriately support their children's swimming experience.
2. All swimming practices should be open to observation by parents.
3. Coaches should not initiate contact with or accept supervisory responsibility for athletes outside club programs and activities.
4. When only one athlete and one coach travel to a competition, at the competition the coach and athlete should attempt to establish a "buddy" club to associate with during the competition and when away from the venue.
5. Relationships of a peer-to-peer nature with any athletes should be avoided. For example, coaches should avoid sharing their own personal problems with athletes.
6. Coaches and other non-athlete adult members should avoid horseplay and roughhousing with athletes.
7. When a coach touches an athlete as part of instruction, the coach should do so in direct view of others and inform the athlete of what he/she is doing prior to the initial contact. Touching athletes

should be minimized outside the boundaries of what is considered normal instruction. Appropriate interaction would include high fives, fist bumps, side-to-side hugs and handshakes.

8. Coaches should avoid having athletes as their favorites. They should also avoid creating a situation that could be perceived as them having favorites.

9. Gift-giving, providing special favors or showing favoritism to individual athletes is strongly discouraged.

SOUTH LAKE AQUATIC CLUB POLICY: ACTION PLAN TO ADDRESS BULLYING

PURPOSE:

Bullying of any kind is unacceptable at the South Lake Aquatic Club and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. SLAC is committed to providing a safe, caring and friendly environment for all of our members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a coach, an SLAC volunteer parent or an athlete/mentor.

Objectives of the SLAC Bullying Policy and Action Plan:

1. To make it clear that SLAC will not tolerate bullying in any form.
2. To define bullying and give all coaches, parents and swimmers a good understanding of what bullying is.
3. To make it known to all parents, swimmers and coaching staff that there is a policy and protocol should any bullying issues arise.
4. To make how to report bullying clear and understandable.
5. To spread the word that SLAC takes bullying seriously and that all swimmers and parents can be assured that they will be supported when bullying is reported.

WHAT IS BULLYING?

The USA Swimming Code of Conduct prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which hurts another person. Bullying results in pain and distress. Source: www.stopbullying.gov – a federal government website managed by the U.S. Department of Health & Human Services www.usaswimming.org/protect

The USA Swimming Code of Conduct defines bullying in 304.3.7. Bullying is the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

- i. causing physical or emotional harm to the other member or damage to the other member's property;

- ii. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- iii. creating a hostile environment for the other member at any USA Swimming activity;
- iv. infringing on the rights of the other member at any USA Swimming activity; or
- v. materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

REPORTING PROCEDURE:

An athlete who feels that he or she has been bullied is asked to do one or more of the following things:

Talk to your parents;

Talk to your squad's lead coach, an assistant coach, or an SLAC booster club parent volunteer;

Write a letter or email to the Club Coach or an SLAC booster club parent volunteer.

Make a report to the USA Swimming Safe Sport staff.

There is no express time limit for initiating a complaint under this procedure, but every effort should be made to bring the complaint to the attention of the appropriate club leadership as soon as possible to make sure that memories are fresh and behavior can be accurately recalled and the bullying behavior can be stopped as soon as possible.

HOW WE HANDLE BULLYING:

If bullying is occurring during team-related activities, we STOP BULLYING ON THE SPOT using the following steps:

1. Intervene immediately. It is ok to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the kids involved, including bystanders.
6. Model respectful behavior when you intervene.

SUPPORTING THE KIDS INVOLVED:

3. Support the kids who are being bullied

a. Listen and focus on the child. Learn what's been going on and show you want to help. Assure the child that bullying is not their fault.

b. Work together to resolve the situation and protect the bullied child. The child, parents, and fellow team members and coaches may all have valuable input.

If bullying is occurring at our club or it is reported to be occurring at our club, we address the bullying by FINDING OUT WHAT HAPPENED and SUPPORTING THE KIDS INVOLVED using the following approach:

FINDING OUT WHAT HAPPENED:

1. First, we get the facts.

- a. Keep all the involved children separate.
- b. Get the story from several sources, both adults and kids.
- c. Listen without blaming.
- d. Don't call the act "bullying" while you are trying to understand what happened.
- e. It may be difficult to get the whole story, especially if multiple athletes are involved or the bullying involves social bullying or cyber bullying. Collect all available information.

2. Then, we determine if it's bullying. There are many behaviors that look like bullying but require different approaches. It is important to determine whether the situation is bullying or something else.

- a. Review the USA Swimming definition of bullying;
- b. To determine if the behavior is bullying or something else, consider the following questions:
 - § What is the history between the kids involved?
 - § Have there been past conflicts?
 - § Is there a power imbalance? Remember that a power imbalance is not limited to physical strength. It is sometimes not easily recognized. If the targeted child feels like there is a power imbalance, there probably is.
 - § Has this happened before? Is the child worried it will happen again?
- c. Remember that it may not matter "who started it." Some kids who are bullied may be seen as annoying or provoking, but this does not excuse the bullying behavior.
- d. Once you have determined if the situation is bullying, support all of the kids involved.
 - i. Ask the child being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimized. He or she is not at fault and should not be singled out. For example, consider rearranging lane assignments for everyone. If bigger moves are necessary, such as switching practice groups, the child who is bullied should not be forced to change.
 - ii. Develop a game plan. Maintain open communication between the Club and parents. Discuss the steps that will be taken and how bullying will be addressed going forward.
- c. Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.

4. Address bullying behavior

- a. Make sure the child knows what the problem behavior is. Young people who bully must learn their behavior is wrong and harms others.
- b. Show kids that bullying is taken seriously. Calmly tell the child that bullying will not be tolerated. Model respectful behavior when addressing the problem.
- c. Work with the child to understand some of the reasons he or she bullied. For example:
 - i. Sometimes children bully to fit in or just to make fun of someone is a little different from them. In other words, there may be some insecurity involved.

ii. Other times kids act out because something else—issues at home, abuse, stress—is going on in their lives. They also may have been bullied. These kids may be in need of additional support.

d. Involve the kid who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:

i. Write a letter apologizing to the athlete who was bullied.

ii. Do a good deed for the person who was bullied, for the Club, or for others in your community.

iii. Clean up, repair, or pay for any property they damaged.

e. Avoid strategies that don't work or have negative consequences:

i. Zero tolerance or "three strikes, you're out" strategies don't work. Suspending or removing from the team swimmers who bully does not reduce bullying behavior. Swimmers may be less likely to report and address bullying if suspension or getting kicked off the team is the consequence.

ii. Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset kids who have been bullied.

f. Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good teammate.

5. Support bystanders who witness bullying. Every day, kids witness bullying. They want to help, but don't know how. Fortunately, there are a few simple, safe ways that athletes can help stop bullying when they see it happening.

a. Be a friend to the person being bullied;

b. Tell a trusted adult – your parent, coach, or club board member;

c. Help the kid being bullied get away from the situation. Create a distraction, focus the attention on something else, or offer a way for the target to get out of the situation. "Let's go, practice is about to start."

d. Set a good example by not bullying others.

e. Don't give the bully an audience. Bullies are encouraged by the attention they get from bystanders. If you do nothing else, just walk away.

Reporting of Misconduct

USA Swimming Rule 306.1 states that "It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in Article 304.3.8 to USA Swimming. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency. [Click here for information on USA Swimming's Safe Sport program.](#)

SOUTH LAKE AQUATIC CLUB POLICY: Grievance Procedure

Purpose:

Your safety is paramount to the South Lake Aquatic Club and USA Swimming. If you experience or witness actions or events that concern you or make you feel uncomfortable, it is important to talk to someone about it. This document outlines the processes where a swimmer, parent, or coach can bring forward a complaint or concern.

Who to Contact:

If you have a concern relating to bullying, parent issues, unfair treatment, or violations of the Swimmer, Parent, or Coach Code of Conduct, please reach out to either Coach Gibb at coachgibb@southlakeaquatics.com or Coach Alex at coachalex@southlakeaquatics.com. Coaches who wish to file a complaint against another coach should follow the Grievance and Review Procedure outlined in the USA Swimming Safe Sport guidelines.

If your concern relates to inappropriate behavior or activity that includes, but is not limited to, the following:

- Criminal Activity
- Use, sale, or distribution of illegal drugs
- Physical abuse
- Inappropriate touching
- Coaches sharing hotel rooms with athletes
- Rubdowns or massages performed by coaches
- Pictures and/or videos taken in locker rooms or changing areas
- Violations of USA Swimming's Minor Athlete Abuse Prevention Policy (MAAPP)

Please report the incident immediately to SafeSport. You can reach out to the Florida Swimming SafeSport coordinator, Cori Welbes, at coriwelbes@gmail.com or USA Swimming SafeSport Director Abigail Howard at ahoward@usaswimming.org. Anonymous reporting can be done directly to the U. S. Center for Safe Sport- Use the online reporting form, call (720) 524-5640, or find more information at www.uscenterforsafesport.org

If your concern relates to sexual misconduct, sexual harassment, or sexually explicit communication through any media, please contact the U.S. Center for SafeSport to make a report immediately. You can report your concern online or call 720-524-5640. More information can be found at www.safesport.org. Certain people are REQUIRED to report misconduct, and information on mandatory reporting requirements can be found here. If you need guidance, please contact our SafeSport Coordinator, Coach Bill (bkuminka@gmail.com).

Procedures:

Coaches, swimmers, and parents are encouraged to talk with each other to resolve their issues. However, if this isn't possible, members of the South Lake Aquatic Club should know how to file a grievance:

- Swimmers or parents who have a grievance with another swimmer, parent, assistant coach, or official should contact Coach Gibb or Coach Alex in writing within two weeks of the date of occurrence. Coach Gibb and Coach Alex will discuss the problem in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification. Disciplinary action that may be required is explained in more detail in the Swimmer, Parent, and Coach Codes of Conduct. For bullying concerns, please also see the SLAC Action Plan to Address Bullying.
- Any complaints about Coach Gibb or Coach Alex should be referred to our South Lake Aquatics Booster Club within two weeks of the date of occurrence. A Booster Club representative will discuss the problem with you in a timely and confidential manner. All information will be gathered regarding the situation, which may involve sit-down meetings with all those involved and any witnesses. Decisions will be made within two weeks of notification and are final.

South Lake Aquatic Club Photography Policy and Release

There has been much talk about whether it is safe to have images taken of children participating in sports. While the great majority of images are appropriate and are taken in good faith, it is a fact that images can be misused and children can be put at risk if common sense procedures are not observed.

All photographs must observe generally accepted standards of decency in particular:

- Action shots should be a celebration of the sporting activity and not a sexualized image in a sporting context.
- Action shots should not be taken or retained where the photograph reveals a torn or displaced swimsuit.
- Photographs should not be taken from behind swimming blocks at the start of a race or exhibit a child climbing out of the swimming pool.
- Photographs should not be taken in locker rooms or bathrooms.

All SLAC participants agree to be filmed and photographed by the host club approved photographer(s) and videographers and to allow the right to use names and pictures before, during, or after the meet such as in public psych sheets, heat sheets, and results or featured on the host club or SLAC website or social media or in public broadcast of the event via television or webcast. Parents and guardians of minor swimmers who do not wish their swimmers to participate in interviews or have individual pictures featured on any media must inform the South Lake Aquatic Club in writing. Any such revocation shall not apply to information already released by SLAC prior to its receipt of such written revocation.

Unless stipulated otherwise, this authorization shall cover the entire period of the swimmer's membership with SLAC, and shall remain in effect thereafter unless and until revoked by the member family in writing in the manner set forth above. If photographs or filming is for marketing purposes, I agree that I will not seek remuneration, compensation or payment from SLAC for the purpose of publicity, advertising or marketing.

SLAC PARENT FAQs

The South Lake Aquatic Club provides an opportunity for swimmers to become part of an exciting, competitive sport. We are dedicated to building competitive swimmers in all areas of aquatic sports. We are committed to this goal by providing excellent, qualified coaching by our [staff](#).

We consider membership a privilege, not a right. We request your complete cooperation and understanding of the basic policies of our organization.

- **DUES.** Monthly dues range from \$80 to \$175 per month. Payment options are as follows:
 - Monthly: Time of registration, and then at beginning of month each month after.
 - Annual: Full payment at time of registration. Available only during full team registration process each August.

For any of our payment options, the first payment is charged to the credit card on file at time of registration. Additional payment(s) is charged to the credit card on file on the 1st of the month(s) listed. If the charge is declined, a \$35.00 decline charge will be assessed to the account. A \$20.00 late fee will be assessed to the account if the payment due has not been received by the 15th of the month.

- **ANNUAL REGISTRATION FEE.** All families are responsible for an annual team registration fee upon enrollment and every year thereafter upon renewal (each August). This fee is \$100 per year per family.
- **USA SWIMMING REGISTRATION FEE.** All swimmers must be registered with USA Swimming. This annual registration fee is due on new membership and upon renewal. The current cost for this membership is \$75 per year per swimmer.
- **PRACTICE AND ENCOURAGEMENT.** Parents are welcome to watch practice from outside the fences on the south side of the pool. We do ask that parents approach the coaches with questions either BEFORE or AFTER practice. Approaching your swimmer's coach in the middle of practice is distraction and will take away from that group's training. We ask that you let the coaches "coach" and be there for your swimmer with positive encouragement.
- **PROVIDE SUPERVISION.** Swimmers should ONLY be on pool deck during the time designated for their respective practice group. SLAC Lightning swimmers must enter through the front door of the building and scan in at the Welcome Desk.
- **POOL USAGE.** The use of the pool before and after practice is ONLY permitted for those members who have purchased a pool pass for their child (12&under) or gym membership (for those 13&over). Facility members may purchase a 10 visit pool pass at the Welcome Desk. Lifeguards must be shown the pool pass before swimming outside of designated practice time. Corporate fitness membership rates are offered to all SLAC Lightning Families. Contact the coaching staff for more information.
- **POOL PREPARATION.** All swimmers must be responsible for pool preparation – this includes covers and lane lines when necessary. All swimmers must be responsible for care

of team equipment – this includes returning any borrowed kickboard, pull buoys, or other SLAC training equipment. Please make sure to pack a towel for your swimmer before practice. SLAC Lightning team members are not allotted towel use.

- **DISCIPLINE.** Discipline is an important component of learning. Good discipline is a way of achieving goals through teamwork and helping our athletes work to their highest potential. At SLAC, discipline is both redemptive and protective in nature. First, we will do all that is within our abilities to assist athletes in becoming good citizens to our community and examples of good character. Secondly, we will have a safe environment where all athletes are free to learn to their full potential. We will not permit one athlete or parent to create an unsafe atmosphere or disrupt the training process for other athletes. We expect that most minor infractions will be addressed by the coach in cooperation with the parent. Repeated or more serious infractions will result in discipline according to the scale outlined in the Discipline Code of Conduct.
- **ASSIST AND HELP AT SLAC HOSTED MEETS.** Each SLAC Lightning family is required to volunteer at home meets for a total of 15 hours by June 30th, 2021. Families who volunteer are required to [sign-up](#) for all 15 hours by June 15th, 2021 to secure their commitment. Individuals volunteering as a registered USA Swimming Official at home meets will receive two hours of volunteer credit for each one hour volunteering. If a family chooses at the time of team registration to not participate as a volunteer, the family may elect to pay the Event Volunteer Support Fee of \$150. If a family chooses at the time of club registration to volunteer, but does not meet the hourly requirement by June 30th, 2021, the Event Volunteer Support Fee will be assessed, but at an hourly rate of \$12.00 for any remaining hours to the credit card on file on August 1st, 2021.
- **FUNDRAISING AND COMMUNITY AWARENESS.** All families are *encouraged* to participate in fundraising activities that involve the team, and promote the South Lake Aquatic Club in your business, professional, and civic involvement.
- **TIMER DUTY AT AWAY SWIM MEETS.** When attending any USA-S sanctioned meet, other than SLAC home meets, parents may be asked to fulfill any *required* timing responsibility for that meet. SLAC may be assigned a specific number of chairs at a meet. All parents must help fulfill the club's timing requirement or the team will be fined by USA Swimming.

Note: ***Failure to comply with any of the following guidelines may result in termination from the team.***