



Swimmers', Parents' and Coaches' Grievance Policy

Coaches' responsibilities include:

1. Assessing behavior of swimmers as dictated by the Bayside Aquatics Code of Conduct and all published policies and procedures.
2. Issuing disciplinary action for any swimmer that is determined to have violated that Code of Conduct or any published policy/procedure
3. All disciplinary action is at the head coach's discretion, and will be issued regarding:
 - a. Nature of the misconduct
 - b. Severity of the misconduct
 - c. Prior disciplinary actions against swimmer
 - d. Adverse effect of the misconduct on other swimmers
 - e. Application of the Code of Conduct
4. All Coaches are authorized to take immediate disciplinary action, if appropriate and necessary under the circumstances, to ensure the safety of all swimmers.

Categories of Complaints:

1. Conduct of a Swimmer
2. Conduct of an Assistant Coach
3. Conduct of the Head Coach
4. Conduct of any Team Official or Parent as it relates to our team or team activity

Registering a Grievance:

1. Conduct of a Swimmer - Should a parent/swimmer feel another swimmer's conduct is inappropriate or violates the Athlete Code of Conduct, the parent/swimmer should discuss these concerns with the coach responsible for the swimmer responsible for the possible violation. This complaint should be made in person or in writing.
2. Conduct of an Assistant Coach – Should a parent or swimmer feel a Bayside Aquatics Coach's conduct is inappropriate or in violation of any team or USA Swimming policies or procedures, the parent/swimmer should notify the Head Coach of this violation. This complaint should be made in person or in writing.
3. Conduct of the Head Coach – Should a parent or swimmer feel the Head Coach's conduct is inappropriate or violates any team or USA Swimming policies or procedures, the parent/swimmer should notify the Safe Sport Team Rep. This complaint should be made in person or in writing.
4. Conduct of any adult member of Bayside Aquatics– Should any person feel a parent or other adult in connection to Bayside Aquatics is acting in an inappropriate way or violates any team policies or procedures, the parent/swimmer should notify the Head Coach of this violation. The complaint should be made in person or in writing.

Grievance Procedure:

1. After an initial conduct review, any disciplinary action will be the responsibility of the Responsible Coach or Head Coach to whom the complaint was required to be made. A decision, and/or disciplinary action, will be issued as soon as reasonably possible.
 - a. If the parent/swimmer registering the complaint feels the Coach's disciplinary action is insufficient or unsatisfactorily resolves the issue, the parent/swimmer may appeal the decision of the Responsible Coach, in writing, with the Head Coach within 7 days of the initial complaint. A decision, and/or disciplinary action, will be issued by the Head Coach as soon as reasonably possible. Failure of the Responsible Coach to address the parent/swimmer concerns in a timely manner is a basis for requesting an appeal.
2. The decision of the Head Coach is final, unless the action that created the complaint is a Safe Sport issue. In that case, the decision may be appealed by contacting the Maryland Swimming Safe Sport Chair or USA Swimming Safe Sport with the original complaint.