**West Express Swim Team General Code of Conduct**

The following must be signed at registration and is in effect throughout the season.

The West Express Swim Team Code of Conduct is necessary to provide guidelines for behavior any time an athlete is participating in an activity associated with WEST Express Swim Team. This includes practices, competitions, socials, team trips, etc. Any athlete who acts in a manner that is considered inappropriate will be subject to disciplinary action from the coaches and/or WEST Express Swim Team Board of Directors.

1. At all team functions, whether practices, meets or social gatherings, it is expected that each swimmer and parent behaves in such a way that their actions reflect positively on the team. All members of the team, parents and swimmers, must continue to develop and protect the excellent reputation of WEST Express Swim Team.
2. Inappropriate or destructive behavior will not be tolerated. Swimmers will be held responsible for all actions while representing WEST Express Swim Team and Minnesota Swimming. Great care should be taken to avoid GUILT by ASSOCIATION (i.e. lf your teammates or others are doing something they should not be doing, do not be caught with them or around them.) Report any knowledge of such activities to coaches and chaperones immediately.
3. Misbehavior will not be tolerated. This Includes, but is not limited to:

* Interfering with the progress of any other swimmer during practice or at any other time
* Disrespect of coaches, teammates, other swimmers, officials, parents, or any other person
* Inappropriate language/gestures/clothing/attire i.e. sexual references, profanity, violence, racial/religious slurs, drug/alcohol/tobacco references.

Any team member(s) misbehaving, or suspected to be in the presence of others (regardless of team affiliation) engaging in misbehavior, will be subject to disciplinary measures as set by the Head Coach or a representative of the WEST Express Swim Team Board of Directors. Disciplinary measures for misbehavior will reflect the severity of the unwanted actions(s), which may include suspension from the team if determined appropriate. Steps will be taken to prevent repeated misbehavior.

1. Gross Misbehavior will not be tolerated. This includes, but is not limited to:

* Any form of harassment or hazing
* Repeated disrespect of coaches, teammates, other swimmers, officials or any other person
* Any criminal activity i.e. theft, destruction of property, verbal/physical abuse
* Any sexual misconduct i.e. sexual harassment
* The consumption of alcohol, smoking or chewing tobacco or use of any other illegal drug or substance

Any team member(s) suspected of participating in gross misbehavior, or suspected to be In the presence of others (regardless of team affiliation) engaging in gross misbehavior, will be subject to immediate suspension from the team. The Head Coach or a representative of the WEST Express Swim Team Board of Directors may issue suspension, and also determine the length of suspension from the team. Parent(s) of the involved team member(s), Head Coach, and Board President will be notified immediately. An investigation will be conducted to determine the future status of the team member(s) involved. Local law enforcement agencies may be notified if criminal behavior is suspected.

Team member(s) will be subject to expulsion if the investigation concludes that Gross Misbehavior was implicated. Prior to expulsion, team member(s) and parent(s) have the right to be heard before a Review Board that will render a final decision regarding expulsion.

I agree to follow the Code of Conduct found in the WEST Express Swim Team Handbook pertaining to behavior at practices, swim meets and anytime I represent WEST Express Swim Team. I agree to abide by common standards of respect and decency. I understand the terms of "Misbehavior" and "Gross Misbehavior" as explained above, and I understand that consequences of suspension and/or expulsion may result in the display of such behavior. I agree to the terms of the consequences as they are listed above, and I agree to abide by the decisions of the coaching staff, Board of Directors, and/or Review Board regarding such consequences.