



Bozeman Barracuda Swim Club
Policy/Procedure No. BSC-1008

Discipline Policy

Approved by Board: 11/1/2016

Update of Previous Policies

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This policy is intended to comply with requirements of and procedures for membership and affiliation for USA Swimming (USA-S). This establishes disciplinary requirements, procedures and responsibilities with respect to the Bozeman Barracuda Swim Club (BSC) Code of Conduct.

The BSC Team promotes respect, good sportsmanship, and responsibility to team members, coaches, the Club, and opponents from other Clubs. The team relies heavily on the good citizenship of its member families to support these qualities and to render participation on the team a fun, safe, and rewarding experience for all members.

The BSC team and Board of Directors are responsible for the safety of our athletes as its foremost priority. The BSC believes that it is a privilege to be on the swim team and if necessary will not hesitate to revoke this privilege from any team member whose behavior is such that it puts theirs or any other members' safety at risk or if this behavior is deemed to be disruptive to the performance and/or spirit of the team as a whole by the team's coaching staff.

Specifically, fighting with any other users of the Club and/or disregard of Club rules and regulations are grounds for suspension and/or expulsion from the team. The coaching staff will make every reasonable effort to insure that any such actions are administered fairly to all parties involved and will have final authority over any such actions that it finds necessary. If the athlete, parent or guardian has concern over the action they can submit documentation for the Board of Review (see Board of Review Policy).

If a situation occurs where a swimmer is endangering themselves or other athletes, athletes may be escalated up to and including Step 4, with the agreement of the Coaching Staff and Board of Directors. BSC is committed to providing a safe environment for all of their members.

ARTICLE 1 – DISCIPLINE POLICY

1. OVERVIEW

Behavioral issues will be brought to parent(s)/guardian(s) attention in person, by phone or email following practice (48 hours). Adherence to Code of Conduct, practice expectations, and swim meet expectations is required. If an athlete or parent/guardian violates any specific rule or behaves inappropriately in the course of the practice or attending a competition, disciplinary action may result.

Examples of disciplinary actions may include but are not limited to: verbal warnings, written warnings, loss of privileges, suspension, and/or removal from the team.

2. FOUR STEP POLICY

STEP ONE: After an athlete has been warned twice, the athlete is removed from practice to have a discussion with the coach. After the discussion, the athlete is allowed to return to the water. Behavior



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will continue to be monitored.

STEP TWO: If the undesirable behavior persists, or occurs again at a subsequent practice, the athlete will be removed for the remainder of the practice. If removed from practice, athletes will receive a Disciplinary Notice, via email with Code of Conduct attached. Parents/guardians need to ensure that Disciplinary Notices are reviewed and Code of Conduct signed and returned to the coach before the athlete returns to regular team activities.

STEP THREE: If an athlete must be removed from practice a second time, or coaches determine a suspension longer than ten (10) days is necessary, a formal letter and disciplinary action will be provided via email twenty-four hours (24 hours) from when the action occurred and copied to the Board President for archival purposes. After receipt of the email, the parent/guardian has the right to request to meet with a member of the coaching staff, one board member, and the athlete. This request must be completed within three (3) days. If parent/guardian does not agree with suspension, they may begin the Board of Review Process (see Board of Review Policy). If there is a meet during this suspension, the athlete will not be allowed to participate and no monetary refund will be provided. The athlete's family will still be required to fulfill their work requirement.

In order to return, to practice after the suspension has been fulfilled, the athlete **MUST** meet with a member of the coaching staff, parent/guardian, and at least one person from the Board of Directors. The intent of this meeting is to welcome the athlete back and answer questions of the Code of Conduct moving forward.

STEP FOUR: This is the final and most drastic step. If an athlete is removed for a third time, it will be that athlete's final time. The coaching staff will submit a recommendation for termination of membership to the Board of Directors. The Board will take up a motion for termination and will require a 2/3 vote. The athlete will be asked to leave the team and not allowed back. There will be no monetary refund. Formal letter of documentation will be sent to athlete and family within twenty-four (24) hours of the action. President, Treasurer and Registrar will receive copy of termination.