**Helena Lions Swim Team**

**#501**

**BEHAVIOR AND DISCIPLINE POLICY**

**Purpose:** At the discretion of our Coaches, any behavior by a Member that is disruptive to any Helena Lions Swim Team activity will result in discipline. It is the intent of the HLST Board of Directors to provide a safe, healthy environment for all swimmers. The Board of Directors will support the coaches’ disciplinary decisions.

Swimmers Offense

First Offense: The swimmer will be warned and the parents will be notified.

Second Offense: The coach will talk to the swimmer’s parents or guardians.

Third Offense: The swimmer will be suspended from practice for a week.

Any subsequent offenses will result in dismissal from the team for the rest of the season.

Parent/Family Member Offense

First Offense: The offending person will be asked to leave the activity immediately.

Second Offense: Continued inappropriate behavior may result in suspension from future activities. The coach(es) and President or Vice President of the Board will meet to determine if actions such as swimmer probation, suspension or expulsion from the team, without refund, are necessary.

In cases if serious offense, or at the request of the swimmer, parent/guardian, or coach, the Board may appoint a committee to review the circumstances and recommend disciplinary action, which may include suspension for the balance of the season or, in the case of serious or repeated violations, expulsion. The swimmer may be denied future membership to the team, depending on the severity of the offense.

Under no circumstances may articles deemed as a weapon be brought to any HLST or USA Swimming function. The use or possession of mood altering drugs, alcohol, or tobacco during the HLST season is strictly prohibited. These violations during any practice, meet, or trip may result in immediate suspension. Being convicted of an illegal act during the season may result in suspension.

When the offense endangers the health, safety, or well being of the Helena Lions Swim Team or any of its members, the HLST Board of Directors may immediately dismiss a swimmer for the rest of the season. The swimmer may be denied future membership to the team, depending on the severity of the offense.

No “deck” changes are permitted. Athletes are expected to use available change facilities.

**Bullying, Harassment, and Intimidation:**

The Helena Lions Swim Team Board of Directors and coaching staff are committed to maintain safe environments for all swimmers that are free from hostility, harassment, and intimidation. Swimmers shall feel safe and cared for by fellow swimmers and adults. In the event, a swimmer feels bullied or harassed by another swimmer or adult, the swimmer and/or his/her parents/guardian should notify the coach or a board member as soon as possible.

Examples of bullying, harassment, and intimidation that are not tolerated include:

 Unwelcome comments or advances

 Threats

 Offensive jokes, swearing, commenting on body parts

 Ridicule, mean remarks or actions about another person

 Inappropriate touching

Swimmers who participate in any type of bullying, harassment, or intimidation are subject to the HLST Discipline Policy. Behaviors determined severe enough by the coaching staff or Board of Directors may indicate immediate dismissal from participation with the swim team.

Policy History:

Adopted on:

Revised on: September, 2012

Revised on: 12/14/2016