

NAZARETH SUMMER SWIM TEAM DISCIPLINARY POLICY

(BLUE EAGLE SWIM TEAM'S PENN JERSEY LEAGUE SWIM TEAM)

The disciplinary procedures are separated into two categories and apply to all swimmers, parents, guardians and staff. The only exception to this policy is the Locker Room Policy which carries its own procedures for discipline.

Category 1

Behavior that causes a disturbance at any practice, meet, or event where special attention needs to be given to address and end unacceptable behavior. This can include but is not limited to violating the codes of conduct, being overly disruptive at practices, meets and/or events, use of abusive/foul language, deliberate disobedience of direction from the coaching staff or other appointed authority figure, any blatant acts of misconduct or unlawfulness that require immediate attention.

The Head Coach and/or other staff members OR the Board of Directors will address category 1 violations in these steps:

1. First offense: a verbal warning will be given. If the behavior does not cease, the violator may be asked to leave the practice, meet or event. If the behavior involves a swimmer, the parent(s)/ legal guardian(s)/representative(s) will be notified of the warning.
2. Second offense of the same behavior will result in the violator being asked to leave the practice, meet or event immediately. A meeting with the Head Coach and/or other staff members OR the Board of Directors will be scheduled to discuss the behavior with the parties involved. If the behavior involves a swimmer, the parent(s), legal guardian(s) or representative(s) will be required to be present. A written plan of action will be created and agreed upon by all to help prevent a repeat offense.
3. Third offense of the same behavior will result in the violator being asked to leave the practice, meet or event immediately and not return to any team practices, meets or events until the time when a meeting, within (7) days, can be scheduled to discuss the behavior with the parties involved. If the behavior involves a swimmer, the parent(s), legal guardian(s) or representative(s) will be required to be present. A final plan of action will be created and agreed upon by all to help prevent a repeat offense. At this time the violator will be notified by the board of directors that a fourth offense will result in removal from the team. There will be no refund associated with this removal.

Category 2

Behavior that is considered very disruptive, possibly life threatening and/or in direct violation of governmental laws. These behaviors are extremely unfavorable and can lead to immediate removal from the team. This can include but is not limited to physical harm of one's self and/or others, physical/verbal/cyber bullying including personal contact and on social media of any kind, property damage, possession, distribution and/or use of illegal drugs/alcohol/tobacco, theft, vandalism, felony conviction.

The Head Coach and/or other staff members OR the Board of Directors will address category 2 violations in these steps:

- Violator will be asked to leave the event, practice or meet immediately. The authorities will be called where necessary.
- A (7) day suspension from all team activities, meets and practices will be effective immediately. Within that (7) day period a meeting will be scheduled including all parties involved. If the violation involves a swimmer, the parent(s)/guardians(s) will be required to be present. At this meeting a decision will be made to either immediately remove the violator from the team or reinstate the violator after the (7) day suspension for a probationary period to be determined at that time. If at any time during the (7) day suspension or the probationary period set forth as discipline there is a further disciplinary issue, the violator may be immediately removed from the team.