

Dixon Dolphins Disciplinary Policy

In an effort to provide Dixon Dolphins swimmers with a healthy, safe, and positive athletic experience encouraging development/progress, effort, teamwork and sportsmanship, Dixon Dolphins has adopted a Zero Tolerance policy for unacceptable, offensive or disrespectful behavior.

The Zero Tolerance policy applies to swimmers, parents, family members, and coaches.

ZERO TOLERANCE POLICY

Dixon Dolphins is dedicated to providing a safe and positive environment for children pursuing the sport of competitive swimming. Dixon Dolphins will ensure the most supportive climate possible for its swimmers and coaches so they may enjoy their sport, competition, teamwork, sportsmanship, and fair play.

In this spirit of providing a positive and supportive environment, Dixon Dolphins will not tolerate offensive behavior from Dixon Dolphins swimmers, coaches, parents and family members.

Offensive behavior includes but is not limited to:

- verbal abuse, including negative or disparaging remarks addressed to Dixon Dolphins Swim Team, members, coaches, or Board
- physical violence including but not limited to aggressive approaches to another individual, pushing, spitting, grabbing of clothing in an aggressive manner, etc.
- aggressive approaches to another individual, including but not limited to: loud and/or continued verbal assaults or abuse of participants, coaches, referees, members of the public, which is deemed to be aggressive, intimidating, or having the objective of inciting violence
- physical vandalism to facilities
- any overt activity aimed at intimidating (including threats) and which can be seen as promoting or escalating potential situations
- throwing of articles in a deliberate or aggressive manner
- social and online bullying
- illegal consumption or possession of alcohol or drugs
- possession of weapons

The consequence for any transgressor will be immediate removal from the facility and expulsion from the Dixon Dolphins for at least one season without reimbursement of registration fees. A follow-up written notice from the Dixon Dolphins President will be issued by email and mail. Swimmers will be required to return any team-supplied swimmer gear.

Minor non-violent discipline issues will be addressed through the “Disciplinary Process”

DISCIPLINARY PROCESS

A disciplinary process may be initiated by any member of the team (swimmer, parent, Board member, and coaches) for any violation of the Dixon Dolphins Code of Conduct through a formal complaint in writing addressed to the President and the Head Coach. The formal complaint must be dated, provide the particulars of the incident(s) with the date(s) of the alleged incident, and signed.

The Dixon Dolphins President must then establish a discipline committee to review the complaint.

The disciplinary process does not apply in cases that violate the Zero Tolerance Policy, in which immediate removal from the facility and suspension for the season is the consequence.

Make-up of the Discipline Committee

The Discipline Committee shall consist of three (3) members of the Dixon Dolphins Board, with the president acting ex officio as a fourth member. If the complaint relates to a member of the Executive Board concerning matters not related to his/her executive duties, that member shall not be a member of the Discipline Committee.

A quorum of the Discipline Committee shall include the President and two (2) other members of the Dixon Dolphins Board. A decision shall be by majority vote.

Discipline Committee Mandate

The Dixon Dolphins Board has the authority to regulate members' behavior, including the expulsion of a member. Accordingly, upon receipt of the particulars of the participant's misconduct, the Discipline Committee shall take one or more of the following steps:

1. Determine whether further investigation is required.
2. Determine whether the matter warrants any form of discipline (including suspension and expulsion).
3. Dismiss the matter if no further investigation or discipline is warranted.

Notice to the Participant of Right to Respond

If, after investigation, the Discipline Committee concludes a form of discipline may be warranted, it shall notify the participant whose conduct is in question, as soon as possible, of all allegations against him/her. This notice shall be in writing and be presented to the participant in person or by mail.

The notice shall inform the participant that they may respond to the allegations by written submission within seven (7 days) of delivery; otherwise, the Discipline Committee can take whatever action it deems appropriate without further notice to the participant.

If the participant elects to respond by mailing written submissions, the Discipline Committee may set a reasonable time for the participant to deliver the written submission to the Committee. The participant shall be notified of this time limit.

Hearing

If the participant elects to have a hearing, the Discipline Committee may call witnesses, take evidence of witnesses on oath or otherwise, and cross-examine all witnesses, including participant.

Upon receiving all the evidence and hearing submissions of the participant, the Committee shall determine whether the participant committed any misconduct.

If the Committee determines the participant is guilty of misconduct, the participant will have the opportunity to make submissions as to the nature and extent of the disciplinary action to be taken against them.

The Disciplinary Committee may then order that the participant undergo such discipline as it thinks just.

Discipline may Include one or more of the following:

1. A reprimand
2. An apology
3. Suspension from the Dixon Dolphins Swim Team
4. Revocation of Membership

Multiple Incidents of Misconduct

If a participant has had three (3) separate incidents of misconduct that resulted in any disciplinary action over the course of their membership with the Dixon Dolphins, this will result in permanent revocation of membership for the participant, without reimbursement of registration fees. In this case, there will be no investigation or hearing conducted. A written notice from the Dixon Dolphins President will be issued by email and mail. Swimmers will be required to return any team-supplied swimmer gear.