

It is the club policy to be inclusive at all times and to work with swimmers and their parents to help them reach the required standards of behavior. However, please remember that the Club has a duty of care over all its members and cannot allow the behavior of individuals to unduly affect the wider membership and younger members in particular.

Breaches of the Code of Conduct for Swimmers will be dealt with in the first instance by the Coaches/Team Manager

Step 1: The swimmer will be asked to leave the water quickly and quietly and proceed to the designated time out area for 5 minutes.

- a. Member will be named and told to take a time out.
- b. After 5 minutes they will be asked what they received the time out for, and then be allowed to resume practice
- c. Time out is at the coaches' discretion, and will be said in a direct way. "*Members name take a time out*". This direct approach is to lessen the emotional stress on the coach, member, and team as a whole. It should allow focused and positive resumption of training to resume at the end of the time out.
- d. Rebellious or emotional outburst due to a time out will not be tolerated. If it is occurring swimmer will be asked to change, and will be barred from the rest of the session. In these circumstances the swimmer will change and sit on poolside until the end of the session, unless the parent/caregiver is present to take that child home. Step 2 will also become necessary.

Step 2: Verbal warning will be made to the swimmer and their guardians of what happened. If all goes well, normal resumption of practice will immediately resume. If protest continues step 3 will become necessary.

Step 3: If a protest persists, written warning will be made to all parties. Depending on the severity of the incident plus discussions and meetings there could be outcomes of a swimmer being suspended until such time as determined by TTST.

Note: Any offence which in the coaches opinion is deemed serious enough can be escalated up the behavior system without recourse to prior sanctions. For instance a swimmer might be required to leave a session immediately, step 2 initiated without prior warning, if the offence warrants it. Any threatening, intimidating, aggressive, physical or inappropriate behavior will result in the swimmer immediately moving to step 2.

Final decisions on ongoing disciplinary matters will be made by the coaching team and Board of Directors. Any disciplinary decision can be disputed in a professional manner by members.