



TEAM DISCIPLINE POLICY

Policy Statement

Sienna Plantation Aquatics (SPA) is committed to providing a safe and positive training environment for all athletes. This commitment is based on mutual respect for each other and requires the discipline typically found in competitive athletic training programs. This policy outlines the approach our team approach when the actions of any athlete require disciplinary actions.

Policy Objectives

1. Define types of discipline.
2. Define team dismissal policies.
3. Define the appeal process for any discipline.

General Content

Except for instances of health and safety concerns (as addressed below), inappropriate conduct and/or disruptive behavior by athletes during team training, competitions and events will be addressed by the SPA coaching staff using the following approaches in a progressive manner.

1. Coaching reminders and positive reinforcement.
2. Athlete/Coach discussion of behavior and conduct improvement expectations.
3. Meeting with parent, coach and athlete to discuss conduct and plan for improvement.
4. Suspension from all team activities.
5. Dismissal from team.

All discipline, athlete/coach discussions or greater, is to be documented by the coaching staff at all times. No other methods of discipline are to be used by any member of the coaching staff at any time.

Health & Safety

In the event the conduct or behavior of an athlete is considered to be dangerous or a threat to the health and safety of the athlete, another athlete or a coach, the athlete's coach may immediately dismiss the athlete from the current club activity (practice, meet or social event), and the board may take such disciplinary action as considered necessary by the board in order to protect the health and safety of all athletes and coaches, including dismissal from the team without the requirement of any intermediate disciplinary efforts.

Team Dismissal Procedures

Recommendations for the dismissal of an athlete can only be brought before the board of directors by the head coach or a current member of the board. The following steps are to be followed during any proceeding to have an athlete dismissed from the team:

1. A written recommendation for dismissal is made and presented to all members of the board of directors.
2. The athlete and his/parent and/or guardian may present a written response and provide any relevant information at the next scheduled board meeting.
3. A vote on the dismissal recommendation will be held and the results forwarded in writing to the athlete's parent or guardian.
4. A majority vote by the board of directors is required for any dismissal.
5. No appeal is awarded for a dismissal action.
6. A dismissed athlete may not register for the team for at least one year.
7. Any return to the team will require a majority vote by the board of directors

Appeal Procedures

All questions or appeals regarding any disciplinary action are to be communicated in writing to the athlete's coach. In the event questions or appeals are not resolved the matter may be brought to the board of directors upon written notification to the board president. The following steps are to be followed during any proceeding to appeal any athlete discipline (except dismissal):

1. The initial appeal and coach response are reviewed by board of directors.
2. The athlete, parent and coach may make a written request to present any additional information regarding the appeal at the next scheduled board meeting.
3. A vote on the appeal will be held and the results forwarded in writing to the athlete's parent or guardian.

Last update: February 13, 2018