



Shorewood Swim Club

Code of Conduct – 13&O

I. Statement of Policy

A. The Shorewood Swim Club has behavior policies/codes-of-conduct for all members of the Club. The policies identify generally certain rules of conduct and expected standards of behavior. The policies also outline the possible consequences of inappropriate behavior. This policy provides guidelines for the Board, athletes, coaches, parents, and chaperones concerning the behavioral expectations for all athletes aged 13 and over.

B. For the orderly operation of the Shorewood Swim Club, certain rules, regulations and procedures for enforcing same must be established. The Club requires that its members display proper respect and sportsmanship towards their teammates, coaches, officials, administrators, fellow competitors and the general public. Personal conduct must not bring discredit to the individual athlete, his/her parents or guardians, fellow teammates or coaches, or the Shorewood Swim Club.

C. This Code of Conduct shall apply to an athlete's conduct while a member of the Shorewood Swim Club, whether or not occurring during before, during or after an activity or function that is associated with the Shorewood Swim Club.

II. Expectations/Discipline Management

This Code-of-Conduct does not set forth every possible infraction of the policy. Instead, it attempts to divide possible infractions and into three levels, and then describes the disciplinary procedure and potential consequences at each level.

- Level I - Shall deal with behavior that is: somewhat disruptive to the team; does not portray the Shorewood Swim Club in a positive way; or other actions that are not in compliance with appropriate behavior as a member of the team or of society in general.
- Level II – Shall deal with behavior that is: considered significantly disruptive to the team; has a detrimental effect on one's self, other members of the team, or the general public; causes significant damage to the reputation of the club; or may lead to the injury of self or other persons.
- Level III –Shall deal with behavior that is: considered very severe and disruptive to the team; or likely to cause significant harm or injury to yourself or others. These are actions that are so detrimental to yourself, others or the Club that is not desirable to have such a person associated with the team.

A. Level I

1. Objectionable Behavior: Examples of this type of conduct include but are not limited to: insubordination; failure to follow basic direction; lack of respect for coaches, parents, teammates and/or equipment; failure to act responsibly in the pool or on the deck, locker room, or hallways; use of profanity; use of racial, ethnic or sexual slurs; inappropriate display of affection, improper conduct on team trips or travel such as unsafe traveling conduct while in vans, buses, or cars; tardiness for departure to/from hotels, meets, or dining facilities; switching roommates without the permission of chaperones or coaches; excessive noise; or leaving room or facilities used in a disorderly state.
2. Disciplinary Procedure: The coaching staff will handle the disciplinary process, and parents or guardians will be notified if discipline will result in any suspension from practice, meets or scheduled club activities.
3. Recommended Discipline: As determined by the coaching staff, the coach will verbally instruct the athlete to stop the inappropriate behavior (if possible), and will take such other immediate or temporary disciplinary action as deemed necessary and appropriate. Further discipline may include but is not limited to: loss of privileges; suspension from practice, meets or other scheduled team or Club activities (without a refund of fees). Parents or Guardians may be notified. Repeated Level I offenses may result in the offense being considered a Level II Objectionable Behavior as outlined below.

B. Level II

1. Objectionable Behavior: Examples of this type of conduct include but are not limited to: repeated Level I offenses; possession or use of illegal drugs, alcohol or tobacco; significant vandalism; harassment, including verbal harassment; racist, sexist or homophobic behavior; severe or repeated bullying, including cyber-bullying; hazing (any form of intimidation or initiation) of a fellow athlete; theft; destruction of personal property belonging to others; fighting; actions which jeopardize the safety of self and/or others; inappropriate behavior during team travel, including unauthorized gathering in coed unchaperoned groups other than in provided public areas, or not being in assigned room after curfew.
2. Disciplinary Procedure: Coaches and the Board will follow the process and requirements outlined under the “Level I Disciplinary Procedure” section above.

Additionally, after determining that a Level II infraction has occurred, the Head Coach will refer the matter to the Board of Directors. The Board, in its discretion, may direct the Head Coach to investigate further or may create a three-member subcommittee to investigate the matter and recommend final disciplinary action. The subcommittee will determine its own procedures, but those procedures will generally allow for an opportunity for the athletes or individuals involved to speak directly with the subcommittee. The subcommittee may also interview witnesses. After investigating the matter, the subcommittee will recommend a consequence to the full Board, at which time the Board will then vote on the consequence. An athlete accused of a level II infraction may request to address the full Board.

3. Recommended Discipline: The coaches and the subcommittee will evaluate each case on its own merits and have discretion as to the appropriate sanction for a Level II infraction.

First Offense: The recommended discipline for a first Level II offense is suspension from the team for a period of up to thirty days (without a refund of fees) of the athlete's season. Such suspension may run concurrently with the time period where the Head Coach or subcommittee is conducting an investigation. Further, if on a travel trip, the athlete may be sent home at the family's own expense. Additional requirements may be imposed.

Second Offense: Although the discretion noted above remains, the recommended discipline for a second Level II offense is suspension from the team for a period longer than 30 days (without a refund of fees), including a period of up to a year together with such other requirements as deemed appropriate.

C. Level III

1. Objectionable Behavior: Examples of this type of conduct include but are not limited to: Repeated Level II offenses; sale or distribution of alcohol or illegal drugs; physical and/or sexual assault; dangerous acts that could affect the health and safety of self or others, including but not limited to false fire alarms, bomb threats, arson, possession of a firearm, knife, or other dangerous item; conviction of felony; or fighting that results in the severe bodily injury of any person.

2. Disciplinary Procedures: Coaches and the Board will follow the process and requirements outlined under Level II "Disciplinary Procedure" section above; provided, however, that all references to "Level I" or "Level II" as applicable, shall be replaced with "Level III." Additionally, an athlete accused of a Level III infraction has the right to address the full Board.

3. Recommended Discipline: The most likely outcome of a Level III infraction is membership termination (without a refund of fees). The Club's consequences may include any of those listed in this policy. Additional consequences may be issued by other authorities.

III. Additional Reporting

The Head Coach and/or the Board may report, in their discretion, any Level II or Level III infraction to the other applicable and proper authorities (police, school authorities, city officials, local LSC officials, etc.) The Club's coaches or the Board may also have mandatory reporting responsibilities to authorities depending on the nature of the infraction.

IV. Responsibilities

A. Athletes will read, understand, and abide by the applicable Code-of-Conduct policy.

B. Coaches will review the Code-of-Conduct each season and remind athletes and others of expected behaviors when on team travel.

C. The Board and any subcommittees will act on any discipline matters, or any grievance stemming from a discipline problem, in a professional and timely manner.

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