

Fondy Swim Club

Code of Conduct Policy -- Parent

I. Need for a Policy

This policy helps to guide our organization and ensure the continued success of the Fondy Swim Club (FSC), addressing the Club's expectations for parent behavior.

II. Statement of Policy

- A. It is the purpose of Fondy Swim Club to promote the sport of swimming and in the process help to develop the character of individual swimmers.
- B. For the orderly operation of the Fondy Swim Club, certain rules, regulations and procedures for enforcing same must be established. Personal conduct shall not bring discredit to any individual swimmer, parents or guardians, coaches, or the Fondy Swim Club.
- C. This Code of Conduct shall apply to all behavior occurring during or at an activity or function that is associated with the Fondy Swim Club.

III. Policy

A. Encouraged and expected behaviors:

- 1. Parents shall exhibit good sportsmanship by conducting themselves in a manner that earns the respect of all swimmers, parents, officials and coaches.
- 2. Open and respectful communication between parents, swimmers and coaches that emphasizes goal-setting to meet the performance expectations of both the swimmer and the parents.
- 3. Involvement and commitment in supporting all team activities including organizing and running meets, fundraising, swimmer social events and banquets.
- 4. Positive reinforcement of all swimmers.
- 5. Maintaining self-control and knowing the role of a parent:
 - Swimmers – Swim
 - Coaches – Coach
 - Officials – Officiate
 - Parents – Parent

B. The following behaviors will not be tolerated:

1. Abusive and/or disrespectful language and actions towards coaches, swimmers, parents or officials.
2. Interference with or disruption of coaches on the deck.
3. Interference with the coach's coaching of swimmers.

IV. Sanctions

Should behavior bring discredit or discord to the Fondy Swim Club or USA Swimming, the involved parent voluntarily subjects themselves to disciplinary action by the Board of Directors or designated subcommittee of the Board. The Fondy Swim Club maintains the right to terminate any membership in the interest of our Club's vision, mission and objectives.

Fondy Swim Club

Code of Conduct Policy -- Beginner/Bronze/Silver Level

I. Need for a Policy

The Fondy Swim Club has a behavior policy for all members of the Club. It tells us about the rules and the standards of behavior. It also tells us about what happens when behaviors do not meet what is expected. These policies apply to all Beginner/ Bronze level swimmers.

II. Statement of Policy

- A. The purpose of Fondy Swim Club is to teach children the sport of swimming and good sportsmanship.
- B. In order to run the Fondy Swim Club, we need to have rules and enforce them. Everyone needs to be a positive role model and give the best possible impression of themselves and the Fondy Swim Club.
- C. It is important that swimmers follow this Code when they are enjoying all of the activities of the Swim Club, including practices, meets (home or away), banquets and outings.

III. Rules and Expectations

- A. Cooperate with coaches and follow instructions.
- B. Be on time and prepared for practice, meets, team meetings and scheduled activities.
- C. Be respectful to all teammates, coaches, chaperones and parents.
- D. Keep safety first around the pool and locker rooms. No running or pushing on the deck or in the locker rooms.
- E. No Horseplay in the locker rooms including screaming, yelling, throwing water, spitting, putting shampoo on the floors for sliding, snapping of towels, etc.
- F. Be responsible for attending practice and maintaining good attendance. Notify the coach ahead of time as necessary.
- G. At meets be at the blocks to swim your events, and show your team spirit as you cheer on your teammates.
- H. At meets you should be dressed in team apparel including team shirt and cap.
- I. Be responsible for your belongings and have your equipment ready at practice.
- J. Use good language at all times at appropriate volumes.
- K. Treat the equipment with care.

IV. Discipline

Your coach will decide which of the following penalties will be applied:

- A. The coach will tell you to stop the behavior.
- B. The coach may tell you to get out of the pool and sit on the side.
- C. Your parents may be called.
- D. A warning letter may be sent to your parents.
- E. You may be sent home from a practice or a meet.
- F. You may be suspended.

Should the bad behavior be very serious, then the Silver Select/ Gold Policy may be applied and the consequences that are spelled out in that Policy will apply.

Fondy Swim Club

Code of Conduct Policy -- Silver Select/ Gold Level

I. Need for a Policy

The Fondy Swim Club has a behavior policy for all members of the Club. The policies generally identify 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, swimmers, coaches, and chaperones concerning the behavioral expectations desired for Silver Select and Gold Level swimmers.

II. Statement of Policy

- A. It is the purpose of Fondy Swim Club to promote the sport of swimming and in the process help to develop the character of the individual swimmers.
- B. For the orderly operation of the Fondy Swim Club, certain rules, regulations and procedures for enforcing same must be established. Personal conduct must not bring discredit to the individual swimmer, his/her parents or guardian, fellow team members, coaches, or the Fondy Swim Club.
- C. This Code of Conduct shall apply to swimmer's conduct while a member of the Fondy Swim Club, whether or not occurring during or at an activity or function that is associated with the Fondy Swim Club.

III. Discipline Management

The following are the disciplinary actions that will be used when a swimmer conducts himself/herself inappropriately as generally described below.

- Level I:** Shall deal with behavior that is: somewhat disruptive to the team; does not portray the Fondy Swim Club in a good light; or other actions that are not in compliance with appropriate behavior as a member of the team or 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 that is not desirable to have such a person associated with the team.

A. Level I

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; racial, ethnic or sexual slurs; inappropriate display of affection, improper conduct on team trips 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 in a disorderly state.

Disciplinary Procedure

The coaching staff will handle the procedure, and Parents will be notified if discipline will result in a suspension from practice or scheduled club activity.

Recommended Discipline

As determined by the coaching staff, the coach will verbally instruct the swimmer to stop the inappropriate behavior (if possible), and may require the swimmer to sit out of an activity after giving an explanation of the offense. Discipline may include but is not limited to extra laps, suspension from practice, meets or other team activities. Repeated Level I offenses may result in the offense being considered a Level II Objectionable Behavior.

B. Level II

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; presence at parties or where minors consume alcohol, tobacco or other drugs; significant vandalism; harassment, including verbal harassment and hazing (any form of intimidation or initiation) of a fellow swimmer; theft; destruction of personal property belonging to others; fighting; actions which jeopardize the safety of self and/or others; inappropriate lodging behavior including unauthorized gathering in coed unchaperoned groups other than in provided public areas or not being in assigned room after curfew.

Disciplinary Procedure

The coaching staff will verbally instruct the swimmer to stop the inappropriate behavior (if applicable) and will take such other disciplinary action as deemed necessary and appropriate. If requested by the swimmer or the coach, the following procedure may also be used:

A meeting with a Disciplinary Committee consisting of three members of the Board of Directors chosen by a majority of the Board including the Board President or his/her designee.

The Committee shall send notice of the meeting to Parent/Guardian and swimmer via certified mail with parent/guardian and swimmer being invited to be present. Typically, the coach involved and/or Head Coach will also be present.

The Committee can ask for a summary of the alleged facts from those involved or those that assisted in the investigation.

The Committee can take whatever action it deems appropriate (considering the offense and the discipline already leveled against or served by the swimmer) based on a decision by the majority of the Committee (if a majority decision cannot be reached by the Committee, the discipline will require full

Board approval). The decision of the Committee will be mailed to the Parent/Guardian and swimmer typically within one week.

Recommended Discipline

First Offense

Although the coaches and Committee retain full discretion as to the appropriate discipline, the recommended discipline for a first Level II offense is suspension* from the team for a period of up to thirty days of the swimmers season (the suspension may extend into the swimmer's next season, if needed). Further, if on a travel trip, the swimmer may be sent home at the family's own expense. Additional requirements may be imposed such as parental supervision requirement for all activities for a determined period of time.

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 of up to a year together with such other requirements as deemed appropriate.

*Terms of suspension shall be spelled out by the Disciplinary Committee and must be adhered to by the swimmer/parents in order to be reinstated at the end of the suspension period. During the period of suspension, swimmers remain a member of the Fondy Swim Club and thereby all dues and fees are still due in full. The swimmer cannot be reinstated until any fees and/or dues that are in default are paid in full. Additionally, during periods of suspension, all work session requirements remain the responsibility of the swimmer and his/her family, and any missed session will be charged in accordance with the then current fee schedule.

C. Level III

Objectionable Behavior

Shall include but is 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.

Discipline Procedures

The coaching staff will verbally instruct the swimmer to stop the inappropriate behavior (if applicable) and will take such other disciplinary action as deemed necessary and appropriate. In addition a meeting with the Board will be required.

The following procedure will typically be followed:

- The Board shall send notice of the meeting to the parent/guardian and swimmer via certified mail.
- A meeting with a quorum of the Board of Directors, to include Club President, with the swimmer being present shall be required.
- The Board can ask for a summary of the alleged facts from those involved or those that assisted in the investigation and, if requested, the swimmer will be given an opportunity to address the Board.
- The Board can take whatever action it deems appropriate (considering the offense and the discipline already leveled against or served by the swimmer) based on a decision by the majority of the Board. The decision of the Board will be mailed to the Parent/Guardian and swimmer typically within one week.

Recommended Discipline

The most likely outcome is membership termination. These offenses will be disciplined by the Club and may also include the involvement of the proper authorities (police, school authorities, city officials, local LSC officials, etc.) The Club's coaches or Board of Directors may be required to notify certain individuals or authorities depending on the nature of the offense. The club's consequences may include any of those listed in this policy. Additional consequences may be issued by other agencies.

IV. Responsibilities

- A. It is the responsibility of each Silver Select and Gold Level swimmer and his/her parents to read, review, and sign an acknowledgment of this code of conduct as written.
- B. It is the responsibility of all Silver Select and Gold Level swimmers to abide by this code of conduct.
- C. Typically, the coaches will review the code of conduct at the beginning of each season and remind swimmers and others of expected behaviors when on team trips.
- D. The Committee and Board are to act on any discipline matters, or any grievance stemming from a discipline problem, in a professional and timely manner.