



Vashon Seals Swim Team
PO Box 1824,
Vashon, WA 98070

www.swimvashon.org
splash@swimvashon.org

DISCIPLINARY CODE AND PROCEDURES

The Vashon Seals Swim Team is established to promote the sport of swimming, and in the process, help to develop the character of the individual swimmers. For the orderly operation of the Vashon Seals Swim Team certain rules, regulations, and procedures for enforcing same must be established. It is the expressed intention of the Vashon Seals Swim Team to set forth procedures that will aid in identifying behavior the club finds undesirable and define a process for addressing an alleged occurrence.

The following shall be the Disciplinary Code and Procedures:

This Disciplinary Code shall apply to all behavior occurring during, or at an activity or function, that is associated with the Vashon Seals Swim Team, including but not limited to: swim practices, swim meets, team trips, team events, team outings, or individual group outings. The Disciplinary Code also addresses objectionable behavior by members of the Vashon Seals Swim Team occurring outside of team activities.

The types of objectionable behavior shall be divided into three (3) classifications:

Class I – Shall deal with behavior that is considered very severe and disruptive, possibly life threatening and/or in direct violation of governmental laws. These are actions that are so detrimental that it is not desirable to have such a person associated with the team.

Class II – Shall deal with behavior that is considered disruptive; that has a detrimental effect on one's self, other members of the team, or the general public; that causes significant damage to the reputation of the club and/or its coaches; or that leads to the possible injury of self or other persons.

Class III – Shall deal with behavior that is somewhat disruptive; does not portray the Vashon Seals Swim Team in a good light; and other actions that do not comply with the VSST Code of Conduct.

The Disciplinary Procedures for each class of objectionable behavior shall be as follows:

Class I Objectionable Behavior

This behavior would include, but not be limited to: Sale or distribution of illegal drugs, sexual misconduct, conviction of felony or fighting that results in the severe bodily injury of any person (regardless whether at a team activity or not).

Disciplinary Procedure

- The Board of Directors shall send notice of a disciplinary hearing to parent/guardian and swimmer.
- The disciplinary hearing shall be held before a quorum of the Board of Directors with parent/guardian and swimmer being given the opportunity to be present; the facts shall be presented by the Board President or his/her designee; the Head Coach shall be present in advisory role.
- The Board's decision shall be mailed to the parent/guardian and swimmer within one week.



MEMBER CLUB



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Recommended Discipline

Class I Objectionable Behavior will result in membership termination, or other action as determined appropriate by the Board of Directors.

Class II Objectionable Behavior

This behavior would include, but not be limited to: Possession or use of illegal drugs, alcohol, or tobacco, theft, or significant vandalism. It also includes escalation of Class III behavior.

Disciplinary Procedure

- Hearing before a Disciplinary Committee consisting of three members of the Board of Directors chosen by a majority of the Board
- Committee shall send notice of hearing to Parent/Guardian and swimmer with parent/guardian and swimmer being given the opportunity to be present;
- The facts shall be presented by the Board President or his/her designee; the Head Coach shall be present in an advisory role.
- Board Committee decision to be mailed to the parent/guardian and swimmer within one week.

Recommended Discipline

Class II Objectionable Behavior will result in membership suspension, or other actions as determined appropriate by the Disciplinary Committee. Terms of suspension shall be spelled by the Disciplinary Committee and must be adhered to by the swimmer/parents in order to be reinstated by the Committee at the end of the suspension period. Suspension from the team would include a period of one week minimum, up to the rest of the season.

Class III Objectionable Behavior

This behavior would include, but not be limited to: minor vandalism, being disruptive in practices or meets, abusive or sexually inappropriate language or behavior, violation of PNS/USA Swimming standards and regulations, insubordination to members of the coaching staff, officials, chaperones, or others, littering and other acts of misconduct as determined by the coaching staff.

Disciplinary Procedure

Handled by the Coaching staff (Parents will be involved if anticipated discipline will result in a suspension). Coach decision to be mailed to the parent/guardian and swimmer within one week.

Recommended Discipline

As determined by the coaching staff (including but not limited to, suspension from practice, and/or suspension from meet(s)). Repeated Class III offenses may result in the offense being considered a Class II Objectionable Behavior.

During all investigations into allegations of Class I & II offenses, involving questioning or interviewing of the subject swimmer, a parent, or guardian of such swimmer shall be present.

