



**Behavior Expectations and Disciplinary Policy Agreement Form**

The Dundee Dragons Swim Club has established the attached “Behavior Expectations and Disciplinary Policy” for anyone attending a Dragons related event (i.e. practices, meets, fundraisers, clinics, parties, etc.). “Anyone” includes swimmers, coaches, parents, siblings, relatives, non-Dragon friends, etc.

Parents/Guardians, please read the attached document with your Dragon(s). Afterward, sign your name and have your Dragon(s) sign their name in the assigned space below (if your Dragon(s) is/are not writing well yet, no problem, have them “do his/her best”) and return this form to either a coach or board member. Please return this form only. The attached “Behavior Expectations and Disciplinary Policy” is yours to keep for future reference.

NOTE: A signed form is required for all Dragon swimmers and families to continue as part of the team.

We have read, understand, and agree to abide by the terms set forth in the Dundee Dragons Swim Club “Behavior Expectations and Disciplinary Policy”:

\_\_\_\_\_  
Parent/Legal Guardian

\_\_\_\_\_  
Date

Please have each Dragon Swimmer in the family sign below:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



## Dundee Dragons Behavior Expectations & Disciplinary Policy

The behavior expectations for those associated with the Dundee Dragons are based on the simple concept of respect. The Dragons have established the following guidelines to ensure all associated with the Dundee Dragons Swim Club have a positive experience with our team.

### CODE OF CONDUCT

The following are behavior expectations for swimmers & parents/guardians/friends (as applicable):

- Be on time for practices, meet warm-ups and have all gear prepared and ready as needed.
- Show respect, common courtesy and good sportsmanship at all times to team members, coaches, competitors, officials, parents/guardians, guests.
- Respect all property (personal property and all facilities) used during practice meets and team events (home and away).
- Notify coaches, in advance, if swimmers plan to leave practice or meets early. Additionally, during practice or meets, please notify a coach when leaving the pool deck for any reason.
- Swimmers are expected to pay attention and follow coach's instructions completely. If clarification is needed, please ask politely.
- Use appropriate, respectful language at all times.
- Demonstrate a positive spirit and support for teammates and HAVE FUN!

The following behaviors and/or actions will **NOT** be tolerated:

- Theft, disrespect, destruction, or degradation of people, places or objects.
- Bullying in any form.
- Abusive, disrespectful or foul language.
- Drug, alcohol or tobacco use.
- Physical contact with another swimmer, coach, parent/guardian or person with the intent of harm or abuse.
- Sexual misconduct and/or harassment.
- Bringing weapons of any kind to practices, meets, or team functions.
- Verbal abuse, teasing or taunting.

## **DISCIPLINARY POLICY**

The following are disciplinary policy steps that will be taken, as needed, to address breaks in behavior expectations or issues that are brought to the attention of the coaches:

**Step 1** – A warning will be issued to the swimmer with a description of the behavior or attitude requiring adjustment. A request will be made to change this behavior or attitude. If this discussion is ineffective;

**Step 2** – A second warning will be issued and the swimmer will be asked to sit on the pool deck during practice for a duration of time determined by the coach. Behavior may be discussed with parents at the discretion of the coaches. If this action is ineffective;

**Step 3** – A third notification will be issued in the form of the swimmer being asked to take home a “Parent Alert”. The “Parent Alert” is a communication to the parent/guardian explaining the nature of the behavior and asking the swimmer and family to advise the coach how the behavior will be addressed. Once the “alert” goes home, the swimmer cannot return to practice without the “alert” being signed by their parent/guardian and a behavior plan created.

**Step 4** – If the behavior persists, the swimmer will be given a second “Parent Alert” and asked to leave the practice, notifying their parent/guardian that they have been removed from practice and an early pick up is necessary. The swimmer cannot return to practice until after a face-to-face meeting has occurred with coaches, swimmer and a parent/guardian to agree on a resolution to the issue.

**Step 5** – If all attempts to correct the behavior have failed, the swimmer will be indefinitely suspended from practice and the issue will be discussed at the next Board Meeting. Consequences to behavior include such possibilities as suspension or expulsion from the team.

Coaches will maintain recorded instances of discipline related events. Parents/guardians may arrange a meeting with the coach(es) to discuss consequences of the swimmers actions/behavior and/or appeal actions taken. Parents/guardians wishing to appeal shall notify the head coach, in writing, and an appellate panel, comprised of board member(s)/coach(es)/representative of general membership, will organize a private meeting with the parent/guardian to hear the appeal and proceed accordingly.

This code of conduct and disciplinary policy is in place to ensure the success of team spirit, integrity and a love of swimming for all of our members and those who support them. When everyone follows these guidelines of respect for all, the experience for all is overwhelmingly positive!

Thank you for being a part of this amazing team!!