Dayton Raiders Code of Conduct and Disciplinary Actions

Corrective Strategies for Category I Offenses

Guiding Principles	Expectations	Infractions of Expectations	Possible Consequences
Be Safe	-Keep hands and feet to yourself - Walk on pool deck	- Horseplay on deck or in pool - Running on pool deck	Selections from this list will be made by coach or adult present when infractions occur. Coaches may employ opinions of parents or board members to aid in consequence assisgnment. - Restorative approaches - Removal from practice or meet - Contact parent - Swimmer conference - Parent/coach conference - Have swimmer choose a method of apology or make ammends to those harmed or offended - Restitution
Be Respectful	- Polite and courteous to all - Listen and follow all coaches/adult instructions	- Inappropriate communication/language - Inappropriate conversation (ex. sexual, tormenting, mocking, defiant) - Disobedience - Disruptive behavior	
Be Responsible	- Arrive on time - Take care of and respect home/visiting property - Come prepared with required and function equipment	- Tardy to practice, meet, or team function - Poor attendance/skipping out of important trainings, events or functions - Mistreatment of property - Lack of proper or functioning equipment	

Corrective Strategies for Category II Offenses

Guiding Principles	Expectations	Infractions of Expectations	Possible Consequences
Be Safe	- Respect your body and body of others - Corrective action taken if Category I infraction occurred	- Repeated Category I Offenses - Tobacco and/or smoking - Fighting - Disorderly conduct	Selections from this list will be made by coach or adult present when infractions occur. Coaches may employ opinions of parents or board members to aid in consequence assisgnment. - Restorative approaches - Removal from practice, meet, team travel or team function - Contact parent - Swimmer conference - Parent/coach conference - Multiple day suspension - Have swimmer choose a method of apology or make ammends to those harmed or offended - Restitution - Report to police - Report to USA Swimming
Be Respectful	- Polite and courteous to all - Corrective action taken if Category I infraction occurred	- Repeated Category I Offenses - Resisting discipline - Profanity or obscenity - Sexual misconduct - Bullying, harassment, intimidation, hazing	
Be Responsible	- Proper treatment of all property and equipment - Corrective action taken if Category I infraction occured	- Repeated Category I Offenses - Stealing and/or possession of stolen property - Damaging and/or destruction of property	

Corrective Strategies for Category III Offenses

Guiding Principles	Expectations	Infractions of Expectations	Possible Consequences
Be Safe	- Respect your body and body of others - Corrective action taken if Category II infraction occurred	- Repeated Category II Offenses - Use, posses, purchase, selling of alcohol and drugs - Physical assult - Serious bodily injury - Dangerous weapons, including firearms and firearm look alikes - Sexual assult - Sexting - Starting a fire	Selections from this list will be made by coach or adult present when infractions occur. Coaches may employ opinions of parents or board members to aid in consequence assisgnment. Coach or adult will immediately notify police when a suspected criminal offense in this catagory is committed. - Restorative approaches - Removal from practice, meet, team travel or team function - Contact parent - Swimmer conference - Parent/coach conference - Multiple day suspension from practice, meet, team travel, team function - Restitution - Removal from team - Report to police - Report to USA Swimming
Be Respectful	- Polite and courteous to all - Corrective action taken if Category II infraction occurred	- Repeated Category II Offenses - Extortion - Abusive language	
Be Responsible	- Obey the rules and laws of the team and in community - Corrective action taken if Category II infraction occured	- Repeated Category II Offenses - Criminal behavior - Robbery - Breaking and entering - False fire alarms, tampering with fire alarm systems, bomb reports	

Drug, Alcohol, and Tobacco Use and Abuse by Athletes

Drug, alcohol, and tobacco abuse is not permitted by any athlete of the Dayton Raiders.

Performance Enhancing Drugs:
The Dayton Raiders believes and conforms to the World Anti-Doping Code (WADC) written by the World Anti-Doping Agency to which the United States Olympic Committee adheres. The purpose of the WADC is to protect the Athletes; fundamental right to participate in doping-free sport and thus promote health, fairness, and equality for Athletes worldwide. While an organization the size of the Dayton Raiders has no formal drug testing program, any athlete found to be using, possessing, or selling any drugs for the purpose of enhancing athletic performance shall be dismissed from the team.

Casual Use of Drugs, Alcohol and Tobacco by Athletes:
Drugs, alcohol, and tobacco use and abuse by minors are against Ohio law. It is harmful to the health and well being of our young athletes and a discredit to the Dayton Raider organization. Any athlete found to be possessing, using, or selling drugs, alcohol, and tobacco shall be reported to their parent or legal guardian; with recommendation of the Dayton Raider organization that counseling and/or treatment be pursued. Any athlete violating this policy is subject to suspension, probation or dismissal from the team.

Anti-Bullying

The members of the Dayton Raiders Swim Team, agree to join together to condemn and prevent bullying on our team. We believe that every person has the right to feel safe, secure, and accepted regardless of sexual orientation, color, race, gender, popularity, athletic ability, intelligence, religion, or nationality.

Bullying means any intentional written, electronic, verbal, or physical act against another swimmer.

Examples of bullying are:

- Placing a swimmer in fear of substantial harm to his/her emotional or physical well-being.
- Creating a hostile, threatening, humiliating, or abusive environment due to persistent actions.
- Perpetuating bullying by soliciting or coercing an individual or group to demean, dehumanize, embarrass, or cause emotional or physical harm to another swimmer.
  Bullying causes pain and stress to victims and is never justified or excusable as “just teasing.”
  The victim is never responsible for being a target of bullying.

We, the members, agree to:

1. Value differences and treat others with respect.
2. Not become involved in bullying incidents or be a bully, but rather support your teammates who have been, or are
   subjected to bullying.
3. Be aware of the Team’s policies with regard to bullying and immediately report all incidents.
4. Talk to Coaches and parents about concerns regarding bullying and work to help the team stop bullying.
5. Be a good role model for younger teammates.

Social Media

Swimmers agree to adhere to the USA guidelines on bullying while on social media. They also agree to not contact any member of the coaching staff via social media and will not ask staff members to be friends on said media. Swimmers also agree to never use the Dayton Raiders name or derivative of said name to create any form of social media. Any use of said name could adversely affect the Dayton Raiders Swim Club business in a negative manner and will be considered a breach of the code of conduct.

Swim Meet Conduct

- Swimmers will accept the responsibility associated with attending meets in association with The Dayton Raiders and they will display proper respect and sportsmanship toward coaches, officials, meet administrators, parents, and fellow competitors.
- All swimmers will wear designated team suits and T-shirts during all competitions
- Recognize that team meets are a “privilege” and not a “right”.
- Display proper respect and sportsmanship toward coaches, officials, meet administrators, parents, and fellow competitors

Travel Meet Conduct

- Swimmers will adhere to **ALL** the directions of the Dayton Raiders staff and chaperones. Anyone breaking the code of conduct in any way will be sent home immediately on the next available mode of transportation. All costs of said transportation will be the sole responsibility of the swimmer's family.
- Male and female athletes will not be in the same room together without permission/supervision from a parent, coach, or chaperone
- Swimmers must adhere to curfews established by the coaching staff. At curfew, lights, TV, electronic equipment must be turned off
- Swimmers are to remain with the team at all times during a trip or obtain permission from coach or chaperone before leaving the pool, hotel or other team gathering place.

Complaint Procedure

Any member who witnesses inappropriate actions by a coach, staff member, or swimmer is responsible for reporting such inappropriate behavior to the head coach and/or Raider board president, vice president or board group contact. However, please be prepared to present evidence supporting the accusation. The Dayton Raiders staff may not act without sufficient evidence. Since most occurrences happen behind the scenes, witness statements will be weighed and considered prior to action being taken.

Suspension and Removal from The Dayton Raiders

It is not guaranteed that one form of action will necessarily precede another and reserves the right to terminate the membership at any time depending upon the totality of the circumstances. The Dayton Raiders reserves the right to terminate the membership if the act of a swimmer can adversely affect the business and/or team.

I hereby agree to abide by the rules set forth in this Dayton Raiders Swim Club code of conduct, laid out in the preceding document. I acknowledge that I may be subject to disciplinary actions, including removal from the Club, should I violate any provision of the rules.

*The signature of Athlete and at least one parent or guardian is required.
Swimmer Name/Signature/Date
_____ (Printed Name)
(Signature) (Date) _____
Parent/Guardian Name/Signature/Date
_____ (Printed Name)
(Signature)(Date)_____

This Code is in effect for the duration of each swimmer's membership with The Dayton Raiders Swim Club or another agreement is signed.