



SURGE DISCIPLINE POLICY

The purpose of the Surge Swimmer and Parent Code of Conducts is to ensure consistency with the Surge Aquatics and USA Swimming mission, and promotes the values of Speed, Unity, Relentlessness, Growth, and Encouragement in all aspects of the sport of swimming.

Should any Surge Aquatics member conduct themselves in such a way that brings discredit or discord to Surge Aquatics, or to USA Swimming, they voluntarily subject themselves to disciplinary action as seen fit by the coaching staff.

To ensure consistent and fair disciplinary actions across Surge Aquatics, the Head Coach will promptly investigate the circumstances of the violation and in some instances will request a conduct review conference with the swimmer and his/her parents. The Head Coach will determine what disciplinary action, if any, should be taken.

Swimmer/Parent Discipline Process

Discipline is not always progressive in nature as certain violations may be serious enough to warrant immediate expulsion from the team in the interest of Surge Aquatics' mission and objectives.

Discipline action involves the following steps:

1. First Step (counseling/documenting verbal warning)
The coach and the swimmer and/or parent shall meet privately to discuss the conduct.
2. Second Step (written warning)
If step one does not resolve the conduct or if the conduct is more serious in nature, a written warning will be presented to the swimmer and/or parent. This warning will state the conduct and consequences of not correcting the behavior.



3. Third Step (final warning & suspension)

If step two does not resolve the conduct, or if the conduct is of a very serious nature, the swimmer and/or parent could receive a final warning, including temporary suspension from the team. This warning would state that further continued conduct will result in expulsion from the team.

4. Fourth Step (expulsion from the team)

If the third step does not resolve the conduct and there is a repeat occurrence of the conduct, or if the conduct is of an extremely serious nature, the swimmer would be removed from the team.

Swimmer and Parent Grievance and Appeal Process

Parent and/or swimmers can request review of discipline decisions through the Surge Team Owners. This should be done within 7 calendar days of the conveyance of the discipline or grievance decision.

It should be noted that in the issue of a grievance the normal process would be as follows;

1. Discuss the issue with the swimmer's coach
2. Should you not reach an amicable solution then discuss with the Head Coach

It is understood that some grievances could be so severe in nature that you may feel it appropriate to immediately contact the Head Coach. If you are unsure of the appropriate action, please contact the Head Coach.

Upon request for an appeal, an appeal review committee consisting of at least one team owner, the Head Coach and one other senior staff member will be convened. Review meetings will be held as soon as reasonably possible to ensure participation from all committee members. The Head Coach will brief the review committee on the situation prior to the review meeting. The parent and/or swimmer may be asked to attend the review meeting to allow them to provide their request for an appeal directly to the committee members.

The review committee will meet independently immediately following the meeting to make a final decision on upholding or changing the discipline decision.