



**Behavior Expectations and Discipline Policy Agreement Form**

The Spring Creek Forest *SHARKS* Board of Directors has established the attached '*Behavior Expectations and Discipline Policy*' for anyone attending a *SHARK* related event. Examples of *SHARK* related events would be practices, meets, pep rallies, clinics, etc. "Anyone" includes swimmers, coaches, siblings, parents, relatives, non- *SHARK* friends, etc.

Parents are asked to read through the attached document with their *SHARK*. Afterwards, sign your name and have your *SHARK* sign their name in the blanks provided below (if your *SHARK* is not writing yet then have him just 'do his best'), and then return this form to either a coach or a member of the *SHARK* Board of Directors. Please return only this form; the attached '*Behavior Expectations and Discipline Policy*' is yours to keep for future reference.

**NOTE:** Failure to sign/return this form will result in an indefinite suspension from the *SHARK* swim team!

**I have read, understand, and agree to abide by the terms set forth in the *SHARK* '*Behavior Expectations and Discipline Policy*'.**

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

\_\_\_\_\_  
**Date**

**Have each Shark swimmer in your family sign below:**

(1) \_\_\_\_\_ (2) \_\_\_\_\_

(3) \_\_\_\_\_ (4) \_\_\_\_\_



## SCF SHARKS Behavior Expectations and Discipline Policy

The behavior expectations for those associated with the Shark swim team are based on the simple concepts of respecting other people and respecting others property. On these premises the *SHARKS* Board of Directors has established the following 'Behavior Expectations and Discipline Policy' to provide swimmers, coaches, and parents with a framework of expectations, disciplinary actions, and consequences for all persons attending a *SHARK* related event (practices, meets, pep rallies, etc).

### **CODE OF CONDUCT**

The following behaviors and/or actions will NOT be tolerated by the SCF *SHARKS*:

- Failure to follow reasonable directives of a Coach or Board of Director
- Unnecessary, inappropriate, or malicious physical contact
- Threatening or intimidating another person by word or action
- Foul language
- Teasing, taunting, or insulting others
- Disrespectful behavior towards other persons, personal property, or the environment

This list is not exhaustive. Coaches and Board of Directors must judge individual cases as they arise. Again, this Code applies to coaches, swimmers, parents, relatives, friends, siblings, and the Board of Directors themselves!

### **DISCIPLINE**

The discipline of those who violate the above CODE OF CONDUCT should be in accordance with the severity of the violation and may include one or more of the following:

- a. **Warning:** The offender should be verbally warned – privately if possible – and informed of the violation, why it's not allowed, and asked not to do it again. Normally, this is the discipline applied for a first-time offense. This type of discipline would be appropriate for a swimmer teasing another swimmer, a parent cursing at a swimmer during a heat, or maybe a sibling throwing rocks on the play ground. These are but a few examples and not meant to be an exhaustive list.
- b. **Suspension/Removal from the activity:** If the inappropriate behavior continues or if a more serious first-offense occurs then the coach(es) and/or Board of Director member(s) is to remove the offender from the activity.

*SCF Shark Board Approved, Feb 18, 2010*

- If the offender is an adult they shall be escorted off the property (includes pool area, concessions area, playground, and tennis courts. All of these areas are reserved by – and under the responsibility of – the swim team). A conference will then be arranged between the President of the Board of Directors, the offending adult, the parent who invited the offending adult (if different), and anyone else the President thinks should attend. The conference will involve pointing out the prohibited behavior and discussing a follow-up course of action including consequences as described in the next section.
  - If the offender is not an adult then the minor shall be removed from the immediate area and taken to a close-by place that is in sight of others (shallow end of the pool would be an example). Their parents will be notified immediately. The parent(s) will be told of the offense, the history if it's a repeat offense, and that the youth must be removed from the premises immediately. If the parent is not on the grounds then he/she should be called and asked to come to the pool immediately. A conference will then be arranged between the President of the Board of Directors, the offending youth, the youths parent(s), and anyone else the President thinks should attend. The conference will involve pointing out the prohibited behavior, making sure the youth understands why he/she was removed from the particular activity, and discussing a follow up course of action which includes consequences as described in the next section.
- c. **Formal meeting with the Board of Directors:** An official meeting with the Board of Directors, the offending individual, and the offender's parent(s) (if applicable) shall be called if all other disciplinary procedures have failed. The President of the Board of Directors may also call for this meeting **immediately** in the event of serious behavioral issues (e.g. threats, malicious physical contact, repeated/continual disrespect of coaches/Board of Director members, etc). The conference will involve pointing out the prohibited behavior, discussing a follow-up course of action, and appropriate consequences as described in the next section. The offender and his parent(s), if applicable, will be made aware that further infractions will result in dismissal from the SCF *SHARKS* swim team. A parent's refusal to attend this meeting or cooperate with this process can also result in the dismissal of an offending swimmer from the SCF *SHARKS* swim team.
- d. **Dismissal from the SCF *SHARKS* swim team:** Continual misbehavior will lead to dismissal from the swim team. The President of the Board of Directors may also call for this step **immediately** in the event of very serious behavioral issues (e.g. malicious physical contact or any actions that endanger the safety of the swimmer or of anyone else). The President of the Board of Directors shall convene the Board of Directors for the purpose of determining whether a swimmer be required to leave the team. The Board of Directors will take into account the seriousness of the offense(s), the offender's history of behavioral issues (if any), and statements made by eyewitnesses to the offending behavior(s). The Board of Directors will do everything possible to keep the swimmer on the team but the good of the entire team and the safety and well-being of other persons must be considered. The offending swimmer and his/her parents will be asked to attend the meeting and will be given the opportunity to speak. A majority vote of the Board of Directors will be required to dismiss a swimmer from the SCF *SHARKS* swim team. A finding for dismissal is considered irrevocable.

## **CONSEQUENCES FOR INAPPROPRIATE BEHAVIOR**

Throughout the disciplinary process a swimmers parents are expected to help the swimmer understand that the inappropriate behaviors described in the Code of Conduct will not be tolerated. Consequences for minor misbehavior will initially be a warning or asking him/her to apologize (if applicable). If the offending behavior continues and/or goes to the point of formal meetings with the President of the Board of Directors, further consequences may be deemed necessary. These may include but are not limited to:

- Written apology
- Repair or replace anything damaged
- Required attendance/presence by the offenders parent at future events/activities
- Suspension from *SHARK* activities for a prescribed amount of time

## **UNACCEPTABLE CONSEQUENCES**

At no time may consequences for unacceptable behavior include corporal punishment.

## **EXCLUSION/DISCRIMINATION**

This behavioral policy is not intended to exclude, discriminate against, or prevent participation of children with behavioral conditions resulting from a diagnosed medical condition or disability. The SCF *SHARKS* swim team does not **require** the disclosure of doctor and/or professional recommendations in managing or disciplining children with said diagnosis/disability. However, in the event of Code of Conduct violations, **voluntary** disclosure of such recommendations will be taken into consideration in the disciplinary process. If no doctor and/or professional recommendations are provided to the Board of Directors then appropriate disciplinary action will be solely determined per this behavior policy.