

STEINER STARS Swim Team

Volunteer Behavior & Expectation Policy

Swimming requires more assistance from parents than most other sports. Steiner Stars is able to keep registration fees low by relying heavily on parent volunteers. Steiner Stars is an organization run by a parent led executive board. Most positions are volunteers. Parents are required to volunteer for a variety of duties throughout the season.

The Steiner Stars Swim Team hopes that the parents and swimmers will enjoy their experiences with us this season! Please accept the gratitude of the coaching staff and board in advance for your participation. The following regulations will be enforced for the season.

VOLUNTEER PARENT AND SWIMMER BEHAVIOR

To be a member of the Steiner Stars, swimmers and volunteers are required to display appropriate behavior individually and as a team, in order to maintain the health, safety and a quality program for all participants.

1. Verbal abuse, physical aggression, disrespect or inappropriate or destructive behavior toward another person or property (whether directly or indirectly) will not be tolerated.
2. Horseplay and other forms of rough physical behavior are not permitted.
3. Any physical interaction with swimmers (whether by coaches or volunteers) will be limited to appropriate behavior only. Volunteers and coaches must refrain from picking up, carrying a swimmer (e.g., over the shoulders or throwing for fun, etc.) or any other physical activity that others may deem as negligent, careless or inappropriate unless such swimmer or person is in need of medical attention.
4. Use of electronic devices must be used with the same respect as otherwise expected. Texting, messaging, emailing or any other gaming with other swimmers, volunteers or coaches, etc. must be done in an appropriate manner and with the same respect and sportsmanship as if done out loud and in direct contact with one another.
5. All facilities, volunteers, coaches, opponent swimmers, staff and guests must be treated with respect.
6. If any volunteer questions a decision made by another volunteer or is concerned that certain behavior of him/herself or that of another volunteer is, or may be viewed by others as, inappropriate or objectionable, such person must seek the advice of the team coordinator and/or meet director and advise the board immediately.
7. Parents and swimmers will restrict their activities to areas authorized for swim team use only. The board discourages wandering throughout any building or onto playgrounds surrounding the pool area. We suggest that a parent take their own kids(pre-teens especially) , have kids use the buddy system and go together or have 1 tent parent take a small group at a time to the bathroom, changing facility or concession stand. Notwithstanding the above, Tent Parents of the 5-6 and 7-8 age groups should ensure their swimmers always be accounted for.

8. Swimmers must arrive for practice or team activities on time and be fully prepared, dressed and ready to enter the pool at the scheduled time. The board and coaches are not responsible for swimmers outside of their slated practice time.
9. Requests by coaches, volunteering parents and board members must be respected and obeyed by the swimmers.
10. Parents and swimmers are expected to be supportive and refrain from negative talk about swimmers, coaches, spectators or officials. Swimmers of all levels are important to the team and must be shown the same level of respect.
11. All volunteers must demonstrate good sportsmanship.

Failure of the Volunteer to display appropriate behavior may result in the following consequences:

1. **Volunteer 1st Offense:** Warning of the person(s) from the meet/event by the Meet Director.
2. **Volunteer 2nd Offense:** Ejection of the person(s) from the next meet or event for Steiner Stars.
3. **Volunteer 3rd Offense:** Suspension of the person(s) from any and all meets or events for the remainder of the current swim season.
4. **Meeting request:** Any volunteer who is accused of allegedly committing an offense or is aware of what he/she believes to be an offense committed by another volunteer may request a meeting with other parent(s), coach(es) and members of the executive board to reach a solution.

Failure of the Swimmer to display appropriate behavior may result in the following consequences:

Minor issues will be handled by the coach, assistant coach or adult volunteer that sees a swimmer misbehaving. If the problem continues or if the first violation is significant in nature, the following procedures will be triggered:

1. **Swimmer 1st Offense:** If a problem is significant or chronic, the coach or volunteer will bring the issue to the Head Coach. The Head Coach will issue an **Official Warning**. The **First Official Warning** of a breach of the Code of Conduct will be communicated directly to the swimmer by the Head Coach. An email documenting it will be sent from the Board to the swimmer's parent(s).
2. **Swimmer 2nd Offense:** The next breach of the Code of Conduct will be called the **Second Official Warning**. This will require a conference between the Head Coach, a Board member, the swimmer and the parent. Future consequences will be spelled out explicitly.
3. **Swimmer 3rd Offense: Third Official Warning** will result in removal from the next swim meet. Notification will be sent from the Board to the parent via email. Future consequences will be spelled out explicitly.
4. **Swimmer 4th Offense: Fourth Official Warning** shall result in removal from the team. There will be no reimbursement of team fees with this situation