

## AQUAJETS SWIM TEAM (CLUB) - DISCIPLINARY PROCEDURE

It is not the intention of the Club's Code of Conduct to discourage reasonable engagement and fun during training/galas/team activities. However, AJ swimmers are reminded that when taking part in club activities, their actions may endanger/disrupt others, cause damage to facilities or put the Club's reputation at risk.

### GENERAL PRINCIPLES:

The club's disciplinary procedures are based on the following principles:

- The disciplinary rules and procedures are designed to be non-discriminatory and are to be applied irrespective of sex, racial group, sexual orientation, disability, religion, age, or any other bias.
- All matters will be dealt with in accordance with the Club Constitution.
- It is expected that most matters will be dealt with on poolside or at the point of incidence informally at the time of the event.
- Any behaviour that is considered to be unacceptable by coaching staff or team managers may lead to the procedures below being initiated.
- All matters relating to disciplinary action will be handled as speedily as possible.
- A person wishing to make a complaint about inappropriate conduct should normally do so within 30 days of the incident using the Club's complaints procedure.
- No member will be dismissed or suspended from the Club for a first breach of conduct except in the case of serious or gross misconduct.
- Club members will have a right of appeal against any formal disciplinary decision.
- Any welfare related matter should be addressed to the Club's Welfare Team [welfareaquajets@gmail.com](mailto:welfareaquajets@gmail.com)
- Swimmers and parents of swimmers are expected to adhere to the Club's Code of Conduct (which has been signed by them) and failure to do so may result in the disciplinary process commencing.

***\*These guidelines pertain to both swimmers and parent/guardians and fees for any suspension period will still be payable, and no rebate will be given \****

**FOR VERBAL ABUSE**, which consists of any verbal assault, however mild, on any person, be it a fellow swimmer, coach, parent, or anyone acting as a helper, name calling, insults, or any other speech that is considered offensive within reason, be it on the pool deck, in the pool or locker room or on social media platforms, the following consequences will be administered. These consequences will also be enforced for swimmers/parents that are disrespectful or do not adhere to the Code of conduct.

- 1st offense: the swimmer will sit out the rest of practice or the next available practice
- 2nd offense: 1 week suspension from practice and meets
- 3rd offense: the swimmer's membership on the team will be terminated and no refunds will be given

**FOR ANY PHYSICAL ALTERCATIONS** that take place, which shall consist of any aggressive contact with mean intention towards another swimmer or any person, the following consequences will be administered. This includes grabbing or pulling on any body part, intentional kicking to cause harm, spitting on others, or any other behaviour that may be constructed as physically aggressive, cruel, or detrimental to the team.

- 1st offense: 1 week suspension from practice and meet (fees for this period will still be payable and no rebate will be given)
- 2nd offense: 2 week suspension from practice and meets
- 3rd offense: the swimmer's membership on the team will be terminated and no refunds will be given

Please note that depending upon the severity of the behaviour, Aquajets reserves the right to bypass or invoke the above procedure at any stage and the right to immediately terminate membership without refund in extreme behaviour circumstances as displayed by either a swimmer or parent/guardian. This is a basic discipline guideline. Each case will be reviewed in a case-by-case scenario and dealt with accordingly by the coaches and/or the Club in line with the Code of Conduct.

The above are examples of a non-exhaustive list of what constitutes unacceptable behaviour and Aquajets reserve the right to amend this list at any time depending on the changing circumstances within the Club.



## **RIGHT TO APPEAL**

All swimmers have the right to appeal against any decision made under these procedures. Any appeal should be made in writing to the Club Secretary [aquajescontact@gmail.com](mailto:aquajescontact@gmail.com), within 14 days of the penalty being given. The swimmers name and details of the appeal should be stated. This will then be formally discussed at the next management Committee meeting and the individual will be informed of the decision made.